



The UNION ECHO

**Serving the workers of Northern
and North-western Ontario**



Volume 15 Issue 2

Unity and Strength for workers

Winter 2013



PRESIDENT'S CORNER A SUCCESSFUL STEWARDS TRAINING

Over a year ago the local executive board has decided to re-activate our Local Education Program. We started with our Local Health and Safety Council that has met twice since and which you may have read about in previous newsletters.

On October 17th the Local hosted a one day stewards training. On October 18th the stewards were asked to participate in an exercise on

where they would like the local's future direction to be.

Stewards were asked to speak freely and to openly express their thoughts and their members' concerns on how to improve services and deliver better union representation.

A lot of good ideas came out of this exercise and we are presently preparing a report with all the proposals that will

be brought to the executive board.

From there, the executive board will look on how we can implement the proposed changes. Some of the proposals can be implemented rapidly; others will take more time to implement.

Once the executive board has decided on the proposed changes, I will give a brief

report in a future newsletter.

The local intends to have this stewards training on a yearly basis as we need to educate and give our front line union delegates the proper tools to better represent our membership.

We are also revamping our new member orientation training kit that will be given to new members explaining their rights, the Collective Agreement and also our local structure. We need to explain to these new members that their working conditions were not a gift from their employer but gains achieved through negotiation.

As the Holiday season approaches rapidly I want to give you all a simple wish of Joy, A heartfelt wish for Love, A lasting wish for Peace, A special wish for all of you the Members of Local 1-2010.

Have a beautiful Holiday Season and a New Year of Peace and Happiness.



Guy Bourgooin
President



Joe da Costa, former USW national education coordinator, provided training for our stewards on October 17th, 2013 in Hearst.



Come Visit our New Website!
www.uswlocal1-2010.ca





NEW AGREEMENT FOR RESOLUTE FOREST PRODUCTS BUSY SUMMER AND FALL FOR MOST UNITS

On June 9 the members employed by Resolute Forest Products (Thunder Bay Woodlands) and their various contractors voted 70.5% in favour of accepting a memorandum of settlement renewing their agreement until October 31, 2014. The agreement did not recover all the concessions that were made in the previous agreement. However gains were made to hours of work, safety subsidy, a new supplementary health care plan, retirement income plan, improved bridging supplement for early retirement, a

\$1,000.00 lump sum payment and wage increases of 1.5% on June 9, 2013, and 2% on November 1st, 2013. Unfortunately, since the agreement was reached, we have had several major grievances which we are attempting to sort out.

Also in June settlements were reached at arbitration involving the termination of a member at Wanson Lumber and another at Wajax Industries. The settlement offers were good enough that these members chose to pursue other employment. We wish them

well in their future endeavours.

McKenzie Lumber Inc. has continued to operate since restarting early in the year. Wood supply seems to remain a major challenge for the Hudson based mill.

Unitized Manufacturing reports a busy summer and business has remained strong this far into the fall. Employment levels have been similar to the previous few years.

We will be preparing for negotiations with our two remaining lumberyards in

Thunder Bay: North American Lumber and Wanson Lumber. Their agreements expire at the end of February 2014.

All in all it has been quite an eventful summer and fall.

The Christmas season is fast approaching; Best wishes for a healthy and happy Holiday Season and all the best for the New Year.



In Solidarity,
Bruce Frost



COLLECTIVE AGREEMENTS RENEWED CHALLENGING TIMES FOR TRUE NORTH EACOM TIMMINS UP AND RUNNING AGAIN

The members working for Resolute Forest Products (Iroquois Falls Woodlands Operation) have just ratified in July a new 2 year agreement which includes a \$1,750.00 signing bonus, with a 1.5% wage increase at date of ratification, plus a 2% wage increase on December 1st, 2013. Also in the agreement, just to name a few, are increases to the reimbursement of safety apparel to \$140.00, and increases to the pension plan by \$5.00 for every year of the Collective Agreement.

As for our members working at the True North Hardwood Plywood Plant in Cochrane, the story seems to be the same; one challenge after another makes it very frustrating for both the Unionized employees and

management. Every time we seem to resolve an issue, another issue arises. Members there are still working very hard to have this plant survive the very difficult times they have been facing. Hopefully in the New Year we can have all these issues behind us and this plant can be profitable for all parties involved.

The Tembec Cochrane sawmill has just finished a maintenance shutdown for some repairs to the drum debarker, the dryers, the planning mill and other preventive maintenance. The major work was done at the drum debarker. We were told if the work hadn't been done, it would have been a question of time before the debarker would have fallen apart.

Great news for our members at the EACOM Timmins sawmill. In September some 50 members were called back to work and more are to come once the mill gets in full operations. You may recall that the sawmill had been down since July 2012 where most of the mill had been destroyed by fire.

The members at the Centre de Santé Communautaire du Grand Sudbury are getting ready for upcoming negotiations in the New Year. We will be reporting on these negotiations in our next edition of the Union Echo.

As for the members working for North Cochrane Addiction Services, they have just ratified a new 3 year Collective Agreement seeing increases in their business expenses, and

small wage increases of 1% or base budget percentage to a maximum of 2% for every year of the Collective Agreement. This last round of negotiations was very frustrating for our members jeopardizing our working relationship with this employer. The upcoming months will be very challenging for these members.

The Tembec Chapleau Sawmill members have just ratified a new 6 year Collective Agreement which includes wage increases of 1% in May 2014, 1.5% in May 2015, and 2% in both May 2016 and 2017, plus a lump sum payment of \$1,500.00. Millwright Class A and Mechanics Class A both saw there wages increased by \$0.75 per hour. There are also increases in safety apparel

cont'd on page 4

THE WSIB AND YOU

TREATMENT BY CHIROPRACTORS

Does The Workplace Safety and Insurance Board (WSIB) Pay for Chiropractic Treatment?

Yes, but the WSIB has strict guidelines for the type and length of such treatment.

When Does The WSIB Pay For Chiropractic Treatment?

- When you are injured at work, the WSIB pays for the health care provider who first treats your injury. If this first health care provider is a chiropractor, or if you chose a chiropractor instead of a medical

doctor for your second treatment, the WSIB will pay.

- If your doctor refers you for chiropractic treatments and the WSIB agrees that they will help your injury, the WSIB will pay.

How Do You Get The WSIB To Pay For Chiropractic Treatment?

- If your first health care provider is a medical doctor, he or she must tell the WSIB, in writing, that chiropractic treatments will help your injury.

- The WSIB must tell you in writing that it will pay for the chiropractic treatment.

- You must go to a

chiropractor who treats clients with workplace insurance claims (some do not).

- Your chiropractor must send regular reports to the WSIB, usually every two weeks.

How Long Does The WSIB Pay For A Chiropractor?

- Chiropractic treatments are usually allowed for the first twelve weeks after an injury. The WSIB's health care staff decide how long they should last beyond twelve weeks.

- If your chiropractor thinks you need more than twelve weeks of treatment, then he or she should write to the WSIB after about eight

weeks and ask for an extension. Also, you should ask your doctor to write to the WSIB to explain how the treatments have improved your condition and why further treatment will help your injury. This is not absolutely necessary, but it could be helpful.

What If The WSIB Says That It Won't Pay For Chiropractic Treatment?

- You can appeal any decision to deny chiropractic treatments within six months of the date of the WSIB's decision.

- Your doctor should write to the WSIB explaining why you need these treatments.



OPERATIONS RESTART AT WHITE RIVER SAWMILL

NEW COLLECTIVE AGREEMENTS FOR MANY UNITS

After being shut down six (6) years ago, we are very happy to announce that the operations have restarted at the White River sawmill. Many of the former employees have been going back to work since early July with the trades people first and then the employees to run the sawmill which is now called White River Forest Products. A 4 year agreement was reached and ratified by the members at 86% on September 19. Some concessions were given to ensure viability, and to give the new Company the opportunity to build up capacity. The sawmill is not running at full capacity right now, but we hope that it will be the case in a near future. Welcome back employees/members of White River Forest Products.

At Lecours Lumber (woods) a

6 year agreement was reached and ratified by the members at 52% on July 28th. Despite some increases in the wages, vacation with pay, holidays with pay, tool allowance, safety apparels, shift differential, severance pay, chiropractor treatments, LTD earnings, vision care, pension plan, bridging supplement, the main reason of the low ratification percentage was the elimination of the paid traveling for the pieceworkers (skidders owner operators), and the progressives rates language for new employees.

At Lecours Lumber (sawmill) a similar 6 year agreement was reached and ratified by the members at 85% on September 18. This agreement is similar to the Tembec Hearst sawmill pattern

agreement ratified a year ago, with increases in wages, wage adjustments of \$1.00/hr for tradeperson such as millwrights, electricians and saw-filers, tools allowance, boot allowance, traveling rates, severance pay, bridging supplement. The main issue raised by the members was again the progressive rate for new employees.

Further to the comments made in the last bulletin where it was reported that negotiations were still ongoing with Columbia Forest products (shops), we are happy to report that an agreement was reached and ratified by the members at 86% on June 5. This 6 year agreement has some increases in the wages of 9.5% over the term of the agreement, increase in tool allowance, boots, bridging,

etc..., plus a gradual reimbursement of all concessions given by the employees over the term of the last Collective Agreement.

At Tembec Hearst woodlands operations, a 6 year agreement was reached and ratified by the members at 94% on July 28. This agreement is similar to the Lecours Lumber agreement for wages etc... As reported in the last bulletin, the main issue was that the Company wanted a full Owner Operator operation which was agreed upon by the members. Therefore as per the Agreement, the operations at Tembec Hearst woodlands will be a full owner-operator operation with no displacement by seniority on August 30, 2017.

cont'd on page 4

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:

uswkap@ntl.sympatico.ca

Web Site:

www.uswlocal1-2010.ca

Executive Board

President:

Guy Bourgouin

1st Vice-President:

Réal Vachon

2nd Vice-President

Jacques Jean

3rd Vice-President:

Bruce Frost

Financial Secr.:

Eric Carroll

Recording Secr.:

Rémi St-Martin

Conductor:

Girard Lamothe

Warden:

Léo Levasseur

Executive at large:

Zone 2:

John Krahn
Jason Lacko

Zone 3:

Gary Pearson

Zone 4:

Réjean Laurin
Marcel Rodrigue

Zone 5:

Roger Beland
Jean Laurin

Trustees:

Daniel Touchette
Réjeanne Beger
Dave Lyght

UNITED STEELWORKERS
USW
MÉTALLOS
LOCAL 1-2010

USW 1-2010 UNION ADVANTAGE
L'AVANTAGE SYNDICAL OPEIU 166

Eric Carroll... from page 2

reimbursements, the pension plan and the bridging supplement.

Negotiations are ongoing for both our Opatatika Woodlands operation and our Opatatika

Truckers as we speak. We will be reporting on these negotiations in our next Union Echo.

At this time, I would like to wish everyone a Merry X-Mas and a

Happy New Year. And that the New Year brings all of us love and happiness.



In Solidarity,
Eric Carroll

Jacques Jean... from page 3

On November 21, members at Hearst Community Living have ratified at 60% the Memorandum of agreement reached on November 14. This is a 3 year agreement with increases in the wages, pension plan and traveling.

We are presently preparing for upcoming negotiations at Aramark Canada Inc. (housekeepers at Notre Dame Hospital in Hearst). Demands from our members have been collected and we have some options for tentative dates of negotiation in February of next year. The present Collective Agreement ends December 31st, 2013. Same thing for the employees of Maison Renaissance and Hearst Farmers Cooperative. Their respective Collective Agreement are going to be ending in the spring of 201. Therefore we are going to meet with our members

in order to collect their demands. Le Nord newspaper's Collective Agreement is also ending in 2014, as early as January 31. Therefore lots of negotiations are in sight for next year. More information in the next bulletin.

There are still rumors that Dubreuil Lumber Inc. is looking to reopen its sawmill in Dubreuilville. After speaking to the General Manager of the Company in Dubreuilville, Mr. David Jennings, we were told again that there was some interest in restarting the sawmill, but it was not a done deal yet. The Company has presented a business plan to the Ministry but has not received any response at the time our discussion took place and no precise plans have divulged on the operations in both sawmill and woodland. Mr. Jennings was saying that they were looking at fall 2013 to

begin operation, but with the delay in the Ministry's response it is unlikely and the Company is now looking at maybe spring 2014 or later.

HEALTH AND SAFETY

From September 23 to the 27, the Local has sent two members of our Health & Safety Council to the International Health and Safety and Environment Conference held in Pittsburgh, Pennsylvania. Brother Guy Veilleux (Columbia Forest Products shops) and Brother Réjean Laurin (Tembec woodlands operation), both from Hearst, did attend the conference. As your Local's Health and Safety Director, I did accompany them. Many topics (workshops) were on the agenda during the week. Brothers Veilleux and Laurin had very positive comments about the conference. They said that they did enjoy their stay in Pittsburgh, learned a lot from the workshops they attended even if sometimes the difference between US and Canada regulations, laws etc.. was a bit confusing. They appreciated the expertise of the trainers (presenters) in each of the workshops attended. Great week for them they said!!!



In Solidarity,
Jacques Jean



From the Staff and Board of your Local