



The UNION ECHO

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



Volume 17 Issue 2

Unity and Strength for workers

Winter 2015

LOCAL 1-2010'S WOMEN'S COMMITTEE BACK IN ACTION!



The United Steelworkers Union started its first Women's Committee in 1986 to insure dignity, security and equality to women in their workplaces. Thirty years later, these Women's Committees are still recommended in workplaces. The Women's Committee can play an important role by supporting the negotiation process. Be it by probing women's needs or helping to better understand the effects of changes within a company. This same committee can organize support campaigns like child care and work-family balance.

Sixteen women of nine different regions of Local 1-2010 and of different work sectors met in Kapuskasing on October 22nd and 23rd to revive the Women's Committee of our Local. The onset of this committee is to develop a better environment for our Sisters by adopting policies and being more visible in workplaces as well as encouraging women to

nominate themselves as delegates and participate in workshops offered by the Steelworkers. During those two days, we worked on what we would like to see for the new committee and education that would be beneficial for the women of Local 1-2010. The executive will work on the vision and mission of your committee with the work we accomplished on October 23rd. We will focus particularly on equality and equity between Brothers and Sisters

of our division.

Start your adventure now by subscribing to Women's Information Network to promote communication with our activists within our district. Visit our District 6 website to obtain more information on Women of Steel or visit our Facebook group USW 1-2010 Women of Steel.

On behalf of the committee I would like to introduce the new executive:

Chair: Caroline Demers (Sudbury), First Vice-Chair: Christiane Cousineau (Smooth Rock Falls), Second Vice-Chair: Randi Gabrielle Dillon (Hearst), Recording Secretary: Kelly Miller (Thunder Bay)

Together, we can make a positive change!

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



Women's Committee Meeting of October 22nd and 23rd, 2015

Back: Guy Bourgoïn, Diane Jolin, Susan Morson, Katie Bucknell, Chantal Boissonneault, Gisèle Pintar, Denyse Korpela, Jennyfer Dinnissen, Erika Brown, Ginette Lachance, Marilyne Charron, Ali Wanzuk and Lori Sanders.
Front: Randi Dillon, Caroline Demers, Christiane Cousineau and Kelly Miller.



For more information visit:
<http://www.usw.ca/districts/6/women-of-steel>



Find the committee's
Facebook page
under the name
USW 1-2010 Women of Steel



GREAT NEWS FOR KIRKLAND LAKE!

Some of you may remember the closure of the Tembec Finger Joint Plant in Kirkland Lake back in 2008 when the market took a dive. Well we just negotiated a new 5 year Collective Agreement with the new owner. Mr. Claude Perron, of the Perron family from La Sarre who used to own the plywood plant and sawmill plant in Cochrane amongst others, just purchased the plant from Tembec and plans on starting the mill sometime in October or November 2015. Mr.

Perron comes with a lot of experience in the finger joint plant operations and plans on hiring more or less 50 employees. This is great news for the Local and the Town of Kirkland Lake. The plant will now be called Kirkland Lake Engineered Wood Products and we look forward to working with Mr. Perron on his new challenge.

Also as previously reported, the plywood plant in Cochrane, which is now called Rock Shield Engineered Wood

Products, has now been in operation since April of this year. Although the market and orders are not exactly where the Company was hoping for them to be, the mill is still doing well. The Company is looking at starting a second shift sometime in the near future which should increase the number of members working at the plant. As we speak there are approximately 100 members working there.

As for our members in Sudbury from the Canadian

Blood Services, in June the Local met with the employer to start negotiations. Future dates in December are scheduled to try and come to an agreement. Hopefully we are able to report on a new Collective Agreement for this group in the New Year.

At this time, I would like to wish everyone a safe and Happy Christmas.



In Solidarity;
Eric Carroll



MEMBERSHIP STRENGTH AND INVOLVEMENT GROWING

Indefinite shutdown of the McKenzie sawmill

Monday July 6th McKenzie lumber announced an indefinite shutdown of the mill in Hudson Ontario, due to sluggish prices and a slowdown in the North American housing market which came as disappointing news considering the forest industry has begun a resurgence in Northwestern Ontario. To potentially lose an employer for any length of time in this region is a huge blow. We hope to see the mill up and running again in the near future as lumber prices climb and the American housing sector begins to improve. We

have one outstanding grievance for reporting pay that has yet to be resolved. That grievance is pending arbitration.

Resolute Atikokan sawmill

Production at the Atikokan sawmill has been steady and the mill is starting to see the yard fill up with finished lumber. There were a few bumps in the road but they have been working diligently to clear the bugs from the equipment and are now poised to excel this winter. Solidarity seems to be high and we are proud to say we have a full delegation of committee members. We presently have

one outstanding grievance for unjust termination for lock-out violation which is headed to an arbitration hearing.

Resolute Ignace sawmill

As of October the kiln is up and running. Ignace sawmill is now one step closer to being self-contained with the kilns being utilized in Ignace the link between themselves and Atikokan saw can begin. Ignace saw will dry their own wood and ship the dry wood to Atikokan to be planned and packaged for distribution. With continued safe practices and the kiln coming online I see good things for the employees and the community.

OLG Floor and Clerical Workers

It has been a great summer and fall for membership meetings, committees and education, not only for myself but for the employees of the OLG. I have been spending a lot of my time learning the ins and outs of the various policies that workers there are accustomed to. We have been working with senior management to continuously improve working conditions. Although we can't change it all in one day the stewards and the employees are invested in the future. In the New Year we hope to see more members engaging with their union and

cont'd on page 3

Jason Lacko... from page 2

supporting our stewards who work all hours of the day to insure that the needs of the memberships are met. So with that said I'd like to take a moment to thank them for all their hard work and dedication.

The members of the casino have seen their first raise in quite some time on November 1st, 2015. As we move forward the benefits of unionizing are becoming noticeable. We have a voice! And with the looming

modernization (privatization) on the horizon we need to remind the membership that some of the reasons for unionizing were because of this uncertainty and the need to protect their future employment. As more members get involved this will only increase the unity of the workplace.

Local 1-2010 has relaunched the women's committee. The sisters met in Kapuskasing

Ontario the week of October 20th. Sixteen representatives from sawmills, health care facilities, office administration, addictions workers, social workers and the casino met to spearhead the purpose and plans for the committee as a whole.

I would like to take the time to thank Bruce Frost and staff at the Kapuskasing office for their continued support during my first year as part of the

team. Although it has been a Huge learning curve, I have enjoyed the challenge and look forward to improving the working lives of the membership.

Merry Christmas, Happy Holidays and Happy New Year to all the members and their families. Work Safe!



In solidarity;
Jason Lacko



SUCCESSFUL NEGOTIATIONS CHANGES IN RESOLUTE CONTRACTORS

The Federal Election results were disappointing for this Canadian; however we did stop Harper. Let's hope that the new Liberal government will fulfill their promises, with benefits for all, not just big deficits that are a burden for future generations.

As reported in the last edition we were in bargaining with Unitized Manufacturing seeking a renewal of the collective agreement which expired May 1st, 2015. We are happy to report that we achieved an agreement that contains increases in safety wear reimbursement, vision care and the RRSP plan and the addition of a long term disability plan with wage increases of 2.5% on May 1st, 1.5% in 2016 and 2% in the final year. The membership ratified the new deal by 78% on June 11th.

Dallan L.P. Fort William (formerly North American Millyard Services) is a contractor for the Resolute Sawmill in Thunder Bay employing about 30 members. The Company went through major restructuring and expansion (other Resolute sites) and as a result, besides the name change, they requested early negotiation of their collective agreement which was to expire October 1st. With the consent of the membership we began early negotiations in April finally concluding on August 22nd, when the members voted 99% in favour of a renewed agreement that expires September 30th, 2019.

The memorandum contains an additional paid holiday (Christmas Eve), change to the vacation schedule limiting time off to 4 weeks but with additional payment after 15

years of service. Without loss of benefits or change to seniority order 50% of the severance to which he may have been entitled was paid to each employee. Although there was no job loss, this lessens the future liability of the Company and was at the employer's request. Future severance payments continue into the agreed upon Trust account. There were some changes to the spare list employees, increase in pension contributions and additional pay for lead hands. Wage rates remain as they are until October 1st, 2017 when a 1% increase is applied and 1.5% in 2018.

In the woodlands a Resolute additional contractor, Norsal Contracting, shut down leaving 30 members unemployed although a good number of them have since been able to secure employment under the

Resolute collective agreement with other additional contractors.

This summer BTG Contracting Inc. and 686863 Ontario Ltd. started with Resolute as additional contractors bringing the total to 11, with over 300 members working to supply wood fibre to the four Resolute mills.

We are in negotiations now with Wajax Industries for the renewal of their agreement which expired October 21st. We are seeking improvements to wages and benefits and are reasonably optimistic we can accomplish this.

I wish you all a Merry Christmas and good things for the New Year. Stay safe.



In Solidarity;
Bruce Frost



PRESIDENT'S CORNER

ENVIRONMENTALISTS' RELENTLESS ATTACKS ON LOCAL 1-2010 EMPLOYERS

I want to start this report by first congratulating and thanking the Sisters of our newly elected Women of Steel Local 1-2010 Committee. Caroline Demers (Chair), Christiane Cousineau (1st Vice Chair), Randi Dillon (2nd Vice Chair) and Kelly Miller (Recording Secretary). These Sisters are dedicated to bring new ideas to the Executive board and to promote and bring Women's issues in the forefront of Local 1-2010, and one day see a Sister as part of our Local Executive Board or President. That is one of many reasons why the Executive Board of Local 1-2010 brought a resolution to our last Triennial Convention to re-establish the Women's Committee, which the delegates at the convention ratified unanimously. I know that with the leadership and the energy that these Sisters bring to the Local 1-2010 Women's Committee, we will see a Sister on the Local Executive Board sooner than later.

I am sure that by now you heard of the endangered woodlands caribou. Don't let this fool you; it's all propaganda from environmental groups trying to

get more parks and putting our livelihood in danger. Your Local has been very busy fighting environmental groups like Greenpeace and lobbying Federal and Provincial Governments to stop these environmental groups who are attacking our employers and their customers. They have no consideration for our 1,500 forest workers who depend on the forest industry jobs that companies like Resolute Forest Products supplies.

For well over two years, Resolute has been the target of an escalating misinformation campaign by Greenpeace and other like-minded activists. The activists continue to malign the company's reputation, interfere with commercial relations, damage business, and increase the fragility of the forest products industry.

But Resolute is not alone in being attacked, and Greenpeace is not alone in making outrageous allegations. We see other environmental activist groups such as Forest Ethics, Canopy and others specifically targeting the purchase of products from Canada's boreal forest. These activists

continue to aggressively intimidate and threaten customers.

Market campaigning does not reflect the reality of our on-the-ground forestry practices and sustainability leadership in Canada. The market campaigning is unfortunately based on inaccurate, deceptive and downright irresponsible allegations. The fact that the Canadian boreal is considered among the best managed, if not THE BEST managed forest in the world does not matter to them.

All forestry companies in Ontario must operate under strict provincial rules and regulations. They require complete regeneration after harvest and the required practices maintain the long-term health of the forest. This is the law and we are proud of it! Customers purchasing forest products from Ontario do so knowing that they are making a sound environmental choice.

Less than 0.5% of the boreal forest is harvested annually; five times that amount or more each year is affected by natural disturbances such as fire, insects and disease.

There is essentially no deforestation in Canada, again contrary to the deceptive communications from certain activists.

Contrary to their claims, Greenpeace and the others DO NOT represent the views of northern communities, the majority of First Nations, and CERTAINLY NOT THE WORKERS OF THE REGION. First Nations and Unions have challenged Greenpeace's misinformation directly. Local 1-2010 will continue to fight against any group who attack our livelihood. It is time to set the record straight. (If you want more info on the Caribou or the attacks on Companies please contact the office)

In closing, the Holidays are back already and I would like to leave you with this message of hope and happiness.

May your Holiday season be blessed with Peace, Love and Joy. Sending you my heartfelt wishes with Joy that never ends. Have a Merry Christmas and a Happy New Year.

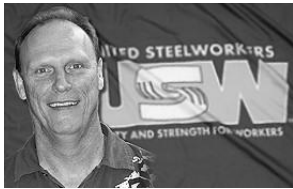


In Solidarity;
Guy Bourgoquin



*The Executive Board and staff
of your Local wish you and yours
a very Merry Christmas
and a Happy New Year.*





NEGOTIATIONS COMING UP IN THE NEW YEAR

Most of the workplaces in the Hearst, Hornepayne, and White River regions are in operation, except for the woodlands operations that are stopped right now but scheduled to restart in early December.

Following an agreement with White River Forest Products, we will have to start

negotiations for their woodlands operations in the new year. The Company had a 4 year grace period without involvement of the Union, with the agreement that the parties would start negotiation before the end of that 4 year period. Since this grace period will end in 2017, it is time for the parties to sit down and negotiate a new Collective

Agreement.

Negotiations Hearst & Area:

A conciliation meeting has been scheduled for December 7 & 8, 2015. More info will be given in our next Union Echo.

Le Nord:

The Collective Agreement at Le Nord newspaper will end at the end of January 2016. We

will be preparing for negotiations. More info will be given in our next Union Echo.

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



In Solidarity;
Jacques Jean

Scholarships 2015: Congratulations to the two winners!



Jessica Lisiecki, daughter of André Lisiecki, 3 Nations Logging

The value of unions in our society

When one looks through the latest headlines, it's an unfortunate reality that they are often reporting on rights being revoked, either by an employer or by the government. Of course, the common man is not powerless in the face of governmental or corporate dominance. Through unions, working people have a collective voice at work to advocate and work towards

equitable treatment and economic security. They provide a powerful check to the almost total power of management in the workplace and ensure that workers have a voice in the workplace decisions that directly affect them. In essence, unions allow workers to organize and protect their rights, bargain collectively for equitable working conditions and help direct political change to prevent corporate interests from dominating government, all of which contribute great value to our society.

Unions help both the employer and employee to come to an agreement, without being taken advantage of. This gives the employee a voice and support when approaching or negotiating with their employer which helps them discuss wages, benefits, working conditions and many other things. When an employer makes your workplace unsafe, this is when your union takes control and establishes a safe work environment preventing

injury and creating safety for the employee. As many workers say, unions protect your "brothers". They have your back for anything that comes up. It could be your seniority, in which helps protect your job in the work industry, to asking for a raise, to discussing better working conditions, etc... No matter what, a union will support you and will speak up for you if you have any complaints or to improve.

Unions emphasize collective bargaining for the reason being that it benefits both the employer and employee. For one, a standardized contract is fair for the employees, but it also makes handling disputes a lot easier for the employer, as the rules are the same for everyone, not to mention that contingency plans are in place for different issues. For example: sick leave, worker responsibilities, etc... Collective bargaining is a process in which a trade union and an employer negotiate a first collective agreement or

the renewal of a previous collective agreement. The parties usually focus on such issues as wages, working conditions, grievance procedures and fringe benefits. There are many unions out there for different kinds of jobs. The Canadian federation of nurses unions is the national voice of unionized nurses. CFNU is there for nurses as they fight to protect the national health system and promote nurses and the nursing profession at every level.

(<https://nursesunion.ca/why-unions>)

Lastly, unions can help direct political change, particularly in opposition to corporate interests and the very wealthy (the 1%). An example would be in the recent Ontario provincial election. The conservative leader, Tim Hudak, promised to cut 1000,000 government jobs, as well as lower corporate tax rates. Of course, this type of plan would be beneficial to the very wealthy but would directly

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:
uswakap@ntl.sympatico.ca
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 Sec.:

Eric Carroll

Recording Sec.:

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
Serge Trudel

Zone 4:

Réjean Laurin
Marcel Rodrigue

Zone 5:

Roger Beland
Jean Laurin

Trustees:

Daniel Touchette
Christiane Cousineau
Claude Carriere
Donald Fry

UNITED STEELWORKERS
USW
MÉTALLOS
LOCAL 1-2010

Scholarship... from page 5

bring harm to workers everywhere in the province. In order to combat this, several important unions such as IUPA, ONA and OSSTF publically announced their opposition to Tim Hudak and the Progressive Conservatives. Ultimately, Hudak's Conservatives lost what should have been an easy victory, especially considering the political climate up to and during the election. This illustrates the value that unions

add to our society, in that they can affect political change and prevent corporate interests from taking over.

To conclude, unions play a very important role in our society. They are a voice for employees that work to ensure fair working conditions and practices. Also, through collective bargaining, every worker is treated fairly and given the wages and benefits they deserve. Finally, unions can

help direct political change to counteract the influence of large corporations and the very wealthy, who would seek to undermine what unions have fought so hard to achieve. In the end, all these reasons explain how unions can be of great value and why their continued existence is of the utmost importance for maintaining a fair and just society.

**Jordan Picard, son of Marc
Picard, Eacom Timber
Timmins**

The value of unions in our society

Unions continue every day to play a critical role in our society.

They try to be loyal and true. They protect each and every employee working for the union. They try to insure that employees have a higher pay, better benefit packages, safer working conditions and greater job security.

Sometimes people don't always believe in unions or paying into union dues. As they often state: if you only do your job right you won't need a Union to back you up. That is not at all the only thing a Union can do for you.

The union helps fight for workers' rights. Today the working people have a collective voice at work and an avenue to equality. They try to insure the people have fair treatment and economic security in decisions regarding compensation and benefits such as medical, vision and dental benefits.

Unions have played a very important role in the labor laws and regulations covering areas

as diverse as overtime pay, minimum wage, health and retirement coverage, civil rights, unemployment insurance and workers compensation. We can't forget the leave for care of newborns and sick family members.

Common to all these rules is a desire to provide protections for workers either by regulating the behavior of employers or by giving workers access to certain benefits in times of need. Union workers also get more paid time off which includes paid vacations, paid civic holidays for example Christmas Day, New Year's Day, Good Friday, Victoria Day and might be a few more. They also help with sick time as well. They also provide their employees with a Pension Plan when they retire. This is where the society becomes very thankful to Unions.

They also make sure that they have an Occupational health and safety committee in place.

This day and age people are often too shy, won't speak or express themselves in what they believe is to be right or wrong. That is why it's always great to have a union representation in the workplace to ensure workers have a voice in workplace for decisions that

affect them. To provide clear check when speaking to upper management levels, unions exist to serve as a countervailing force against employers, whether those employers are government agencies, corporations or not-for-profit.

Working people tend to follow the rules by the Collective Agreements act. It is always good to have a union that believes in the Labour movement. Unions play a much broader role in society. The union continues to be an important force of democracy, not just in the workplace but also in the community locally, nationally and globally.

Unions have a tough role, which some people don't always understand. They are constantly battling with employees to stay away from a strike.

My dad has been a member of United Steelworkers Local 1-2010 for quite some years now and I take all the advice he is willing to give me at this point as I am now sooner than later entering the working force. And now I wish to state that I truly understand why people say it's so important to believe and appreciate the value unions have to offer employees.