



The UNION ECHO

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



Volume 18 Issue 2

Unity and Strength for workers

Winter 2016



PRESIDENT'S CORNER WAGE CONFERENCES COMING IN 2017

SOFTWOOD LUMBER AGREEMENT BEING RE-NEGOTIATED

On November 24th and 25th, your Local held in Kapuskasing its second annual Women's Committee meeting. Close to 20 sisters from different units of the Local came together and expressed their issues in their workplaces. They also received training on anti-harassment, how the Union works and leadership that builds social movement. The Local wants to thank the Women's Committee for their hard work and for continuing to promote women's issues so that the Local can better represent our sisters

throughout our Local.

The Local is gearing up for negotiations with the OLG casino in Thunder Bay on November 28th to December 2nd. The negotiating committee is primed and ready to start. This will be the second time the membership at the Casino negotiates their working conditions. We hope that by the next bulletin we will have good news to report on those negotiations.

We are also preparing the woodlands and sawmill negotiations for 2017. This is

why the local will be holding its woodlands wage conference on March 23rd and 24th, 2017 and the Sawmill wage conference on May 11th and 12th, 2017. The representatives will start gathering demands to prepare for those conferences and negotiations.

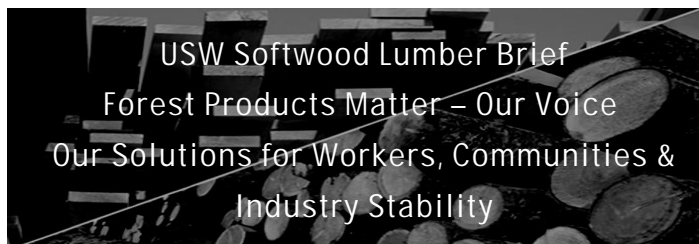
Since many of our members have asked the Local's position on the Softwood Lumber agreement being presently re-negotiated by the Canadian and the American Government, we have included in this issue the brief

of the USW National Wood Council in which our Local participates. This brief is what we believe the Canadian Government should negotiate in the new agreement.

In Closing remarks, in this issue I want take this opportunity to wish you and your family a Merry Christmas and a safe and Happy New Year, because in our life family is the greatest gift of all.



In Solidarity;
Guy Bourgouin



The United Steelworkers (USW) represents more than 280,000 Canadian members, 40,000 of whom work in the forest industry. It is our fundamental belief that as major trading partners with highly integrated economies and similar environmental and worker safety standards, both Canada and the United States should be able to arrive at an agreement on softwood lumber trade that will not decimate a sector that provides communities across Canada with family supportive jobs. Despite decades of governments on both sides of

the border boasting about reduced trade barriers, it's clear those efforts have been driven to increase corporate profit with little attention to the impact on workers and communities.

Given the desire of corporate interests to dominate these discussions over trade in softwood lumber between our two countries, and their expressed need for market security, the United Steelworkers believe the Canadian government will again attempt to negotiate a settlement with American

lumber interests, despite the fact that all previous claims that the Canadian Industry is subsidized have been disproved. Simply put, it is the contention of the USW Wood Council that the Canadian Forest Products industry is not subsidized and claims by the US Coalition to the contrary are unjustified and simply false.

It is the USW's position that the current Canadian government has an opportunity to move forward and accomplish what previous Canadian governments have failed to do; negotiate a managed Trade Agreement with the United States in regard to a Softwood Lumber Agreement (SLA) that puts the needs of workers & communities before corporate interests.

After successive trade deals that have wounded workers, their families and their communities, the only thing worse than another "deal", is a deal at any cost.

The USW's requirements for any bilateral discussion aimed at negotiating an end to this trade dispute include:

- Creation of Provincial Forest-Community Restoration Funds
- Fair access to the US lumber market
- Guarantees that Canadian producers can enjoy US lumber market access equal to that enjoyed by third country producers.

Background

During the term of the last agreement, over 100 mills have closed, tens of thousands of workers lost their employment. With impacts

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Lumber Brief... from page 1

mostly in rural communities, there were few or no other economic drivers to mitigate the damage done by SLA.

During the term of that agreement, investment in Canadian wood manufacturing facilities dwindled. Instead many Canadian wood products manufacturing facility owners invested hundreds of millions of dollars – dollars earned by Canadian Labour – into American facilities which on one hand resurrect American rural economies, and on the other hand devastate/hurt rural communities in Canada.

During the term of the previous agreement, funds collected from the negotiated cross border measures went to provincial general revenues, and those workers and communities disadvantaged by the agreement and who were starved of tax dollars – suffered. Any agreement reached must rectify this injustice. It is in both Canada and the United States interest to ensure a reliable, accessible supply of lumber for the US housing market. Instability in trade of lumber with the US encourages more export of Canadian logs outside of North America and less domestic manufacturing capacity. This results in a growing American dependence on finished lumber products from growing overseas lumber manufacturing countries that rely on poor or non-existent safety, labour and environmental standards.

Forest-Community Restoration Funds

During the term of the agreement, as a result of export charge provision therein, hundreds of millions of dollars flowed into provincial coffers.

This occurred as a result of lowering lumber prices, which

meant that mills were not profitable, and often led to layoffs and ultimately mill closures.

With curtailed lumber production, mills were not harvesting fibre, and the Provinces were not getting the stumpage fees they had budgeted for.

As a result, this new income was treated by the provinces as a way to balance their books. On the surface it made sense from a provincial government perspective, but it also meant that those workers and communities that relied on those faltering industries were left with no incremental social safety net to assist with the growing social infrastructure deficit.

Forest-Community Restoration Funds, funded through cross border funds, would be invested in workers and communities, and in forest health to ensure future generations' ability to remain gainfully employed, in their own communities.

Administered through a small board representing workers, communities and industry, Forest-Community Restoration Funds could:

- Secure investments that result in a productive, well-trained and highly skilled workforce.
- Provide strategic investment in forest dependent communities to ensure forest dependent communities can retain and attract workers, business and investment and, where necessary, to ensure those families and local economies are able to adjust in the face of industry restructuring.
- Provide strategic incremental investment in the working forest to enhance our ability to ensure abundant, healthy forests for future generations of Forest Product workers.

Fair Access to the American Lumber Market

Forest Products manufacturing on the west coast of British Columbia has reduced dramatically.

Forest Products manufacturing in Ontario and Quebec has also seen production curtailments.

Forest Products manufacturing from Canada's most prolific lumber producing region, northern British Columbia is expected to decrease as a result of the impacts of the Mountain Pine Beetle Infestation.

With this contextual background, it may appear that an easy tweak to the expired SLA would be to address some form of quota system as the previous SLA had border adjustments related in various ways to regional lumber volumes. Nothing could be further from the truth.

Mechanisms to restrict the flow of lumber based on regional volumes and/or some form of quota:

- Discourages efforts in coastal British Columbia to repatriate logs being shipped overseas;
- Damages investments made in eastern Canada, where long closed mills are being

revitalized; and

- Deters industries from developing new softwood lumber products.

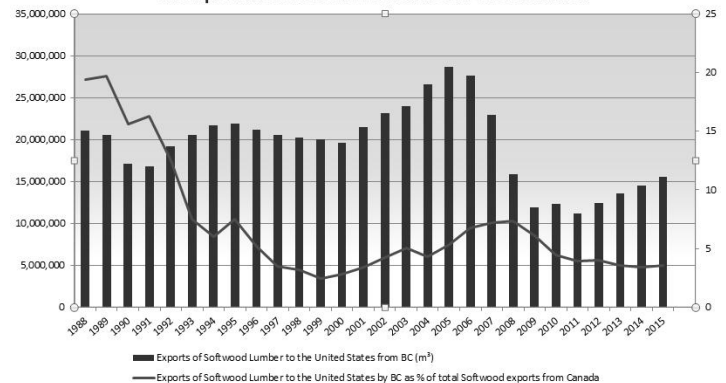
Guarantee that Canadian producers will enjoy US lumber market access equal to that enjoyed by third country producers

Canada and the United States are global leaders with respect to forest certification. No other regions on earth **have as much of their forests independently certified with 3rd party verification, ensuring their forests are harvested in an environmentally sound and sustainable manner.**

Other countries, many of which have less environmental protection, some employing currency manipulation tactics, seem to be gaining increased access to the United States market, which is an affront to hard working women and men in both the United States and Canada.

With the long and mostly friendly relationship Canada and the United States should treat each other with "Favoured Nation Status" in the lumber trade and the imports of Canadian forest products to the United States should be no more restricted than any third country importer.

BC Exports of Softwood Lumber to the United States





Resolute Woodlands

Resolute's Thunder Bay area mills continue to ramp up production and have been a challenge for the woodlands operations to supply. Logging operations in Ignace and elsewhere have expanded to meet the demand. Chips from the sawmills flow into the Thunder Bay pulp and paper mill reducing the need for in-bush chipping of softwoods. This has had some negative effects for some operators, benefits for others. These are challenging times as we work to avoid negative impacts on the membership.

One of these challenges involves keeping the Resolute protected list employees working as stipulated by the Collective Agreement. The limit contractor was having some issues and downsized his operation. This obviously led to workforce reductions and difficulties as restructuring takes place. Then, there is disagreement about what is acceptable employment. One individual lost time and as a result will be paid missed wages.

The pulp and paper mill has had some operational issues

as well lately resulting in inventory adjustments causing short term layoffs. A few protected members have lost some work time. It is frustrating that these long-term employees lose time while other operations expand, although not without taking some downtime of their own. We have met and continue to work with the Company to minimize harmful effects to the entire membership.

Despite the challenges, there is also opportunity for those seeking employment in the forest industry. Area contractors are short on manpower and are actively seeking interested qualified individuals, for the first time in years even expressing a willingness to train. Those interested can contact this office or the Resolute website. If we don't get sideswiped by softwood lumber tariffs, caribou habitat or some other uncontrollable negative impact maybe there are some better times ahead for the industry. We can only hope.

In an effort to resolve the softwood issue and with some degree of sarcasm might I suggest our Prime Minister

meet with President Trump and work out a deal to build the border wall with Canadian lumber, even if we get paid by Mexico in pesos?

Dallan Group

We have had a few individual grievances with the Dallan Forestry L.P. group but overall employment and morale remain good at these operations. Dallan operations in Thunder Bay, Atikokan and Ignace are short of operators and mechanics. Contact the Thunder Bay office for information.

Employment at the two lumberyards has remained steady but the impact, if any, of competition from the new Lowes store has yet to be felt. The quality of service our members provide and their loyal contractor base should sustain these long term local enterprises.

The crew at Wanson Lumber was shocked and saddened with the sudden passing of Craig Harris on Sunday October 27, 2016, his 59th birthday. Sincere condolences go to his family and friends. Craig was a very long serving Steward and negotiating

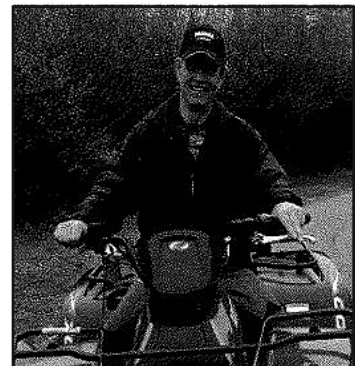
committee member; he will be missed.

Unitized Manufacturing had a slower than normal building season with fewer contracts and somewhat lower level of employment than recent years. Competition from expanding non-union operations may be part of the cause.

The Christmas holiday season is approaching. I take this opportunity to wish you and yours a joyous holiday and good health and fortune in the New Year.



In Solidarity;
Bruce Frost



Craig Harris, long-time steward and negotiating committee member with Wanson Lumber



Most of the workplaces in the Hearst and White River regions are in operation, except for the sawmill and woodlands operations in Hornepayne.

Hornepayne:

As reported in the last bulletin,

our members at Olav Haavaldsrud Timber have been on lay-off since the end of November, 2015. At the time, the employees were told by the Employer that the lay-off would be temporary and that they would be recalled as soon as the Anmar Company, who

owned the Co-Gen Plant adjacent to the sawmill, would secure an agreement with the government on the rate for KW per hour delivered on the grid. After a few months of negotiations, no agreement was reached and The Anmar Company did put the Co-Gen

Plant under CCAA. On April 11, 2016, Olav Haavaldsrud timber Co. Ltd. was put under Receivership and PWC (PricewaterhouseCoopers Inc.) was appointed receiver and manager without security of all assets, undertakings and properties of Olav Haavaldsrud

POSSIBLE GOOD NEWS FOR HORNEPAYNE MEMBERS

cont'd on page 4

Jacques Jean... from page 3

Timber Company Limited. Since then, the sawmill was bought by a group of investors headed by Mr. Frank Dottori. This same group presently owns the White River sawmill. The Local met with the new Company representatives in trying to reach an agreement to restart the mill as soon as possible. The new ownership is asking some concessions from our members in helping them to restart the operations. At the time this report has been done, we had met twice with the new ownership representatives and I am glad to report that progress has been made. There is still a lot of discussions to be had but we are confident that we will be able to reach an agreement which will benefit both parties and will result in the reopening of the sawmill and the return to work of both sawmill and woodlands employees in a near future.

Aramark:

We are preparing for negotiations with Aramark Canada Ltd. (housekeepers at the Hearst Hospital) since their Collective Agreement will end on December 31st. We have met with the members to gather the demands on November 13 and will schedule meetings with the Employer as soon as possible. We will report on the negotiations in the next bulletin.

Hearst Tri-Cept:

The collective agreement has ended on November 30th at Tri-Cept Industries. Demands have been gathered and we will report on the outcome of the negotiations in the next bulletin.

Next round of negotiations for the Sawmill and Woodlands operations:

Most of the Sawmill and Woodlands Collective Agreements are going to be

ending in/or around September, 2017. Therefore we will be calling meetings to gather demands in each and every workplace early in the New Year. Be prepared to bring your demands forward.

Visit to Chile:

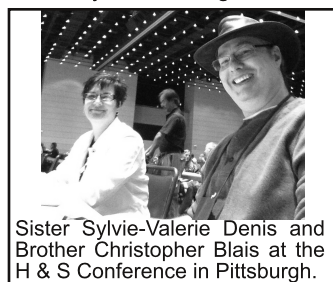
It has been a privilege for me to be able to visit Chile from October 12th to 21st, 2016. Accompanied by Brother Jorge Garcia-Orgales (from the USW Global Affairs and Workplace issues Department and in charge of the program in Chile), Brother Bob Matters (Chair of the USW/IWA Wood Council), Brother Shawn Harris (1st Vice-President of Local 1-417 in Kamloops, BC), and Carlos Torres (translator), we did meet with many labor organizations, workers, and community members. The main purpose of the visit was to assess the progress made by the CTF (Confederation of Forestry Workers in Chile), an organization sponsored by the USW National/IWA Wood Council, and to make a recommendation on the continuation of the sponsorship to the CTF Confederation. First stop was in Santiago where we met with different Unions and Labor bodies like CUT, Industrial, Constramet (metal workers), Confederation of Bank Workers, Confemin (mine workers) to name a few. We then moved south to Concepcion, where we met with the CTF Board members, the Association of Employers. We visited the area where community educators were working, met with people that received training, visited a forest area, a truckers rest area (building in construction), visited a Mapuche family (Native people), visited where mine workers were living in Lota, visited a workplace in Coronel. I have learned a lot about Chile during my stay there. I learned a lot about the



political situation of the Country, about the labor movement and the struggles the labor movement and the workers are facing in Chile. I am very grateful to the USW National and IWA Wood Council for giving me the opportunity to go to Chile; it was a great experience.

International Health and Safety conference, Pittsburgh:

From September 12th to 16th, 2016, two Co-Chairs from our Local's Health & Safety Council, namely Sister Sylvie-Valerie Denis and Brother Christopher Blais, accompanied by Brother Jason Lacko (Union Representative, Thunder Bay office/region) and myself, did attend the International Health & Safety conference in Pittsburgh. Our delegates have attended plenary sessions and workshops throughout the week. All delegates enjoyed their week, the workshops they have attended and the knowledge acquired during their stay in Pittsburgh.



Sister Sylvie-Valerie Denis and Brother Christopher Blais at the H & S Conference in Pittsburgh.

Serious workplace accidents:

On September 19th, 2016, a very serious accident occurred at the Lecours Lumber Co. Ltd. Sawmill in Constance Lake. One of our members and Shop Steward, Brother Denis Parent, was injured very seriously while performing his job as car loader in the yard. Brother Parent suffered multiples broken ribs, a broken sternum, a broken left arm and many contusions. Brother Parent was operating a man lift at the loading area, where he was securing bundles on railway cars, and while he was doing his job he was hit by his co-worker who was operating a loader in the same area. Brother Parent was brought to the Hearst Hospital with several serious injuries and then transferred to the Sudbury Hospital, where he went through several operations to repair the damages caused by the accident. He was then transferred back to the Hearst Hospital after a few weeks. Brother Parent was released from the Hearst Hospital about 5-6 weeks ago and is still recuperating from his injuries. This was the second serious accident occurring at the Lecours Lumber facility within a year and involving loaders. Brother Raymond Blanchette was seriously injured too when he was hit by a co-worker operating a loader. Brother Blanchette has suffered very serious injuries to the head, is still recuperating from the accident, and still has difficulties and issues due to the damages he suffered from the accident. On behalf of Local 1-2010 and all its members, I wish our two Brothers a speedy recovery.



In solidarity;
Jacques Jean



Spring and summer have been very busy for the Local and the units I represent. We have processed many grievances and moved the memberships forward, particularly the newer units Atikokan saw, Ignace saw, Dallan and the OLG casino. With hard work and focus from stewards and grievance committees we are holding management to account. These new agreements inevitably create big learning curves for the members and management.

Two of the newer Thunder Bay and area local units will begin to bargain new collective agreements. The Olg floor unit and the clerical unit have forged through their first Collective Agreements and are set to negotiate new deals. This process will begin on November 28th to 30th for the floor unit and December 1st and 2nd for the clerical unit. We are expecting a heavy set of negotiations with this employer as we look to make improvements to language, wages and overall working conditions. "Please wear your pins with pride". Solidarity and support for your negotiating committees during this process will be crucial to the bargaining process and its success. The privatization of the OLGs Northern bundle is on the horizon. The most commonly asked question from the OLG membership: As a unionized

employee, will I receive an offer of employment from the service provider? OLG's Answer: All unionized employees, under the terms of their Collective Agreement, will transfer to the new service provider as a successor employer.

McKenzie sawmill in Hudson, Ontario remains shutdown with no start-up time in sight. Ignace saw, Atikokan saw and Dallan continue to grow; membership has increased by 10 percent over the past 6 months. Shift scheduling at both Resolute operations have been an issue as the company tries to maximize its production and expand its hours of operations. Through the grievance process, mutual understanding and respectful conversations with Resolute we have been successful at making changes to schedules to accommodate the membership and help create better work life balances.

Softwood lumber agreement has come and gone. As I write my spring and summer report we have not yet negotiated an agreement with the Americans. Access to the U.S. market is extremely important to the vitality of the Ontario lumber industry. The USW Wood Council and Local 1-2010 are working hard to help shape the agreement with the Americans. We have a lot to lose if we are unable to secure a viable deal

NEW UNIT SUCCESS MOUNTAINS YET TO CLIMB



OLG Bargaining Committee

Left to right: Wesley Ridler, Guy Bourgouin, Stephanie Danylo, Susan Morson, Erika Brown, Deborah Wall, Marilynne Saville, Michael Rissanen, Bruce Frost and Jason Lacko

or it's out right Free trade! Ontario producers are willing to stand their ground as we go through the process in front of the World Trade organization. Although we are not at that point yet, spring will come fast and the American softwood lumber lobby has confirmed plans to launch a process that could culminate sometime next year in duties on its northern neighbour's lumber, barring sudden progress toward a so-far-elusive deal between governments. It will be a wait and see situation. In the meantime, Ontario has some of the best saw millers in Canada and the strongest woodland practices in the world and I don't expect that to change.

In June, the Local along with the USW Area Council and its Locals participated in the

Thunder Bay Pride Parade for the first time in this Local's history; a group of more than 20 steelworkers came out to show support. We spent the day at Thunder Bay's waterfront promoting the Union and the diversity of our membership with flags, stickers and flyers. The hope is that next year we can double our efforts and involve more members. I would like to formally thank the members who helped organize the event and those who participated.

Merry Christmas and a Happy New Year to you and your loved ones. "WORK SAFE"



In solidarity;
Jason Lacko



For the first time in its history, our Local took part in the Thunder Bay Pride Parade. Thank you to everyone who participated.

Local 1-2010's Women's Committee: Workplace diversity

Diversity is not only multicultural. LGBT (lesbian, gay, bisexual, and transgender) diversity in the workplace affects employees of other minorities less visible than ethnicity.

Sexual orientation, sexual identity, sexual expression preference; all of these may be new for some of you. How open is your house and your workplace? Do you have inclusive policies for LGBT? Are you an ally? An Ally is generally a heterosexual that supports people of different sexual orientations.

More and more, people assert themselves as LGBT in the workplace. Society is starting to open its doors and welcoming sexual diversity. As for the workplace, there is still resistance to LGBT. Pride at Work Canada encourages companies to promote authenticity in their business and to create a workplace in which LGBT employees can assert their true personality. Still today, 35% of LGBT employees feel obligated to lie at work about their personal life. This shows the work that we still have to do as workers, union members and citizens.

During the International Women of Steel conference in Pittsburgh in March of this year, we had the chance to attend a workshop on "LGBT-Inclusive: Equality of Right in Union for all". Here is the description of the workshop: How can we promote and extend fairness and equality by understanding and supporting the issues of LGBTQ workers, particularly transgender workers, who face discrimination because of inadequate state and federal laws, obstacles to full benefits, and even the denial of equal

access to workplace facilities? We will explore issues, and how we can combat them through our solidarity.

Maybe it's time to look around us and encourage our Sisters and Brothers to respect and show employers that they have to do something about this too.

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



CHANGES COMING TO SPRUCE FALLS WOODLANDS OPERATIONS

Canadian Blood Services

Just this past June, our members from Canadian Blood Services in Sudbury ratified a new 2 year Collective Agreement with changes to language on the guaranteed hours of work, an increase of 2.8% for the duration of the agreement and an increase in severance pay. Now laid off members will receive 2 weeks of severance pay for ever year of service up to a maximum of 26 weeks.

Tembec Opasatika Truckers

The Local and the negotiating committee from the Tembec Opasatika truckers have been in negotiations with the Company just this past month

and negotiations have come to a halt. Hopefully by the time this report is out we will have a new agreement in place and we will be able to report back to the membership on the next edition of the Echo.

Tembec Spruce Falls Woodlands Operations

Over the past several months, the Local and the grievance committee from the Tembec Spruce Falls Woodlands operation have been busy trying to resolve many outstanding grievances. The grievances filed dealt with contracting out and a deliberate strategy by the Company to eliminate the bargaining unit. After many

meetings, we were able to come to a settlement on all outstanding grievances. The Company reassured the Local that in no way did they want to get rid of the bargaining unit. In fact, they wanted to make sure that they keep their workforce in the woodlands operation but that there had to be changes in the operations to be more competitive. Going forward the Company agreed that in order to replace the members retiring and/or leaving the Company, the new employees hired might all be owner operators. The Company also agreed that employees on the seniority list as of July 1st, 2016 will be guaranteed to work for the

Company until they retire if the individual choses to. The Company did ask that existing employees who were interested in purchasing a piece of equipment come forward. This is an attempt to eventually have this woodlands operation be a full employee owned / owner operator operations. Hopefully these new changes makes this operation successful for the membership and the Company and eliminates or reduces the need to contract out.

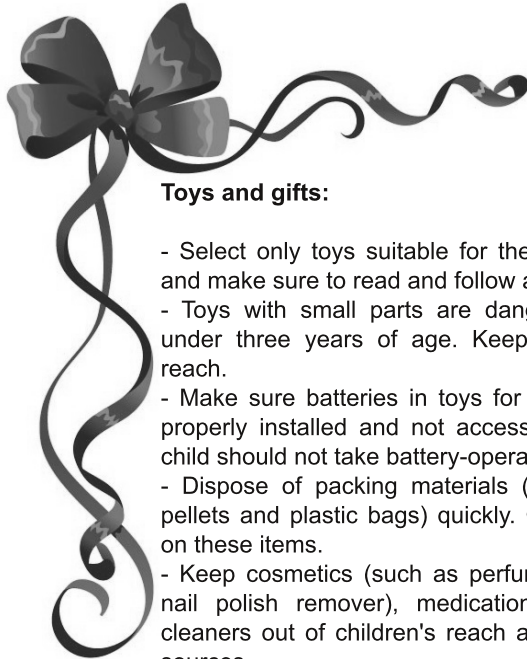
On that I would like to wish everyone safe and Happy Holidays!



In Solidarity;
Eric Carroll

HOME SAFETY TIPS FOR THE HOLIDAYS

SAFETY FIRST AT WORK AND AT PLAY



Toys and gifts:

- Select only toys suitable for the child's age group, and make sure to read and follow all instructions.
- Toys with small parts are dangerous for children under three years of age. Keep them out of their reach.
- Make sure batteries in toys for young children are properly installed and not accessible to the child. A child should not take battery-operated toys to bed.
- Dispose of packing materials (such as styrofoam pellets and plastic bags) quickly. Children can choke on these items.
- Keep cosmetics (such as perfume, aftershave and nail polish remover), medications, and household cleaners out of children's reach and away from heat sources.
- If using cosmetics for the first time, place a small amount on the back of the hand for a couple of hours. Redness or swelling may indicate an allergy and the product should not be used.

Holiday lights:

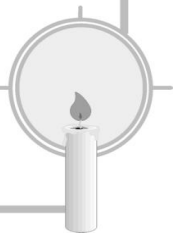
- Use only lights that are certified by a recognized organization (CSA, ULC or UL) to decorate your home.
- Use indoor lights for inside the home and outdoor lights for outside the home.
- Check all light bulbs before use. Replace broken or burnt out light bulbs with those recommended by the manufacturer.
- Check light strings and extension cords. Discard any that are frayed or have exposed wires, loose connections, or broken light sockets. Never run electrical cords through doorways or under carpets.
- Do not overload electrical outlets. Use more than one outlet if the wattage of your lights is more than the outlet can handle.
- Turn off all holiday lights before you go to bed or leave your home.

If you use a real tree:

- Choose one that is fresh (needles are hard to pull off and do not break when bent).
- Add water daily and keep the tree secured in a sturdy tree stand.
- Place the tree away from traffic areas, doorways, heating vents, radiators, stoves, fireplaces and burning candles.
- Choose tinsel, artificial icicles and other trimmings made of plastic or non-leaded metals. Leaded materials are hazardous if ingested by children or pets.
- Avoid trimmings that are sharp and breakable or have small removable parts if small children are around.

Candles:

- Do not leave burning candles unattended and use sturdy candleholders that won't easily tip over.
- Keep burning candles out of the reach of children, and away from pets, trees, decorations and wrapping paper.
- Trimmings and candles that look or smell like food or candy should be kept away from children. These products are attractive to children and may cause choking if they try to eat them.



Have a safe and joyous time over the Holidays

2016 Scholarships



David Ellis Scholarship

Every year in Canada, 60 young workers are killed on the job. David Ellis was killed on his second day at work. He was 18.

In his memory, and in honour of all the other young workers killed or injured on the job, the United Steelworkers established the David Ellis Scholarship for the sons, daughters and grandchildren of Steelworkers.

The Local is proud to say that **Seija Niittynen**, daughter of Brother Randy Niittynen, was one of the recipients of this year's David Ellis Scholarship. We would like to congratulate her as this scholarship is very hard to win since there are only five awarded throughout the District. She will receive \$500.00.

Here is her winning essay:

Spreading the Word: Workplace Safety

Risk is defined as a situation involving exposure to danger. Every year, hundreds of youth are injured or killed on the job. Both the employee and the employer have rights and responsibilities for creating a safe and healthy workplace to prevent these tragedies at work. In order to abolish this issue, there are three fundamental rights as an employee that must be acknowledged. These are the right to know, the right to participate and the right to refuse unsafe work. Following these rights can lead to an overall safer working environment in all different fields of work.

All employees have a right to know what hazards present themselves on the job, and how these hazards can affect them. Health and safety training and on-the-job instruction are common ways to make employees aware of their surroundings at work. Educating people about chemical safety through WHMIS (Workplace Hazardous Materials Information System) is a vital part of the "right to know" system. Ontario's Ministry of Labour has developed the Integrated Health and Safety Strategy, which was put in place to prevent injuries and improve the delivery of

workplace health and safety. It does this by supporting small businesses with new resources to keep workers safe, ensuring all workers receive the help they need, making the delivery of health and safety services more effective and efficient, introducing mandatory health and safety training for workers and supervisors and introducing weekend and after-hour inspections.

In addition to the right to know about the hazards at a workplace, employees also have the right to participate in health and safety activities. For employees/ employers to carry out their significant prevention responsibilities, comprehensive training that provides the knowledge and skills to identify, assess and control, or eliminate hazards in the workplace should be mandatory. Perhaps more worker health and safety representatives should be required by law in workplaces, instead of just one person per every 5 – 20 people. The right to participate ensures that workers are involved in the identification and resolution of workplace health and safety concerns. Employees must ensure that their employer provides them with adequate information, instruction and supervision to protect their

health and safety. Employees should be encouraged to make recommendations to their employers about ways to resolve health and safety concerns. Participating in investigations of work refusals, critical injuries and fatalities can also help to improve workplace safety.

The third fundamental right of the employee is the right to refuse unsafe work. A section in the Ontario Health and Safety Act is dedicated to ensure workers that if they believe that any equipment or workplace condition is likely to endanger their own, or another person's health and safety they have the right to refuse it. Workers must always ensure that they receive proper training to operate certain equipment or work in specific conditions in order to stay safe at their workplace. To refuse unsafe work, a worker must be taught how to properly ensure that all equipment, material, and protective devices are maintained and are in good working order. Employees must also receive training to ensure the safety of the people they work with. Young employees may not be aware that they have the right to have a voice about their workplace health and safety through their joint health and safety committee. This

committee works to identify hazards and recommend measures to eliminate or prevent hazardous exposures. There are a series of steps to be followed in the process of refusing unsafe work. The first step is to immediately report the unsafe work to their supervisor. From there, it is up to the workplace to follow through with the rest of the work refusal process. Workers should also be aware that they must have reasonable grounds to base their refusal off of. Meaning, they must have some kind of objective basis for their refusal. New employees should also know that they can voice their opinion without being penalized for it. It is against the law for an employer to punish a worker for refusing work they believe to be unsafe.

Overall, workplaces can be made safer through proper education and training on both the employer's and the employee's behalf. Following the three fundamental workers' rights could help to prevent workplace tragedies amongst young people all over Canada; it would help to ensure that more young people live to fulfill their dreams by knowing their risks and rights on the job.





Congratulations to the two winners of our Local's 2016 scholarships!



Jessika Carroll, daughter of Eric Carroll, Local 1-2010 representative

Note: This essay was submitted in french. This is a translation of the original.

The Value of Unions in our Society

Like most people already know, unionism is the social and political movement of workers put in place to defend their interests by imposing changes and by transforming the production mode. On the other hand, what most of you don't know is the unionism was not always an easy and constant ensemble in business management. To begin, unionism in Canada only

started in the 1800. During the war in 1812, maritime artisans established an organization similar to a Union. Afterwards, Canadians allied themselves to the people of Britain and established together a Union committee. This had a snowball effect and numerous Unions established offices everywhere in Canada. Canadian unionism aligned itself with unionism in the United States. At that time, unionism was an illegal activity so many members of the organisation were arrested. However, with strikes, authorities were forced to legalize unionism. In 1883, the association changed its name from de "Trades and Labour Congress of Canada" to "Canadian Labour Congress". Later, in the early 1900s, the intensification of the Union movement was a huge change in business management. A work day was now 8 hours and better wages were established as well as labor policies. In 1975, Pierre E. Trudeau of the liberal government introduced wage control. Thus, with this new law, wage increases were now required. All of this thanks to the Union movement in businesses.

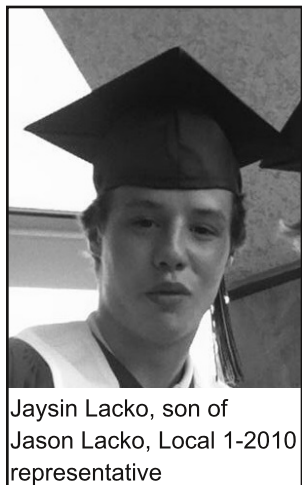
To have a unionized company, the Union representatives must first meet with the Company members to discuss the benefits of a Union. And, if they believe that it is a positive opportunity for the workers, they will make a vote. If the results are more than 50% in favor, then the Company will become unionized.

The objective of a Union is to negotiate fair agreements for the employees to protect them and to avoid abuse of power towards them. Unions fight to eliminate discrimination and assure the respect of the Collective Agreement and of the current working conditions. Furthermore, not only do they avoid the exploitation of all workers, but mostly for the youth since they rarely fight for their rights. If there is no Union committee, no law would be reinforced and employers would have the right to make all decisions. This said, the inequality rate would be inexplicable. Unionism therefore helps employers to stay sound.

In our society, the union's role is an essential aspect for Companies that want to maintain the rights and the

health and safety of the workers with the agreement and seniority. The Collective Agreements allow safe workplaces which lowers the rate of limb loss or even life loss. Furthermore, since the work hours are shorter, employees are less tired and therefore more concentrated and there are fewer accidents.

In conclusion, Unions bring many benefits to a Company. They help with worker health and safety by ensuring their welfare and decreasing the accident risks. And, thanks to Unions, employees have better wages and a better quality of life when at work. I agree 100% that it is important to implement a Union in all Companies to control the abuse of power and the discrimination against youth, women, ethnic groups and those who have a different sexual orientation. In short, unionism is a revolutionary movement that improved the quality of life of workers, their health and safety as well as rightness in all workplaces.



Jaysin Lacko, son of Jason Lacko, Local 1-2010 representative

The Value of Unions in our Society

Unions possess a great positive impact in today's society. The things Unions do not only benefit unionized workers but also benefit everyone. This can be seen through Unions being able to give a democratic setting in a workplace by giving every worker a voice. As well by greatly improving the lives of unionized workers through the labour movement and lastly,

contributing to the growth of the economy in our society.

Firstly, Unions help to create democracy in a workplace by giving employees a voice. Unions achieve this by bringing all the workers together and using collective bargaining. Collective bargaining increases the negating power of the group and in turn, will provide a

voice against the employer. This can be used in many different situations, whether someone believes a new safety measure should be put into effect or they believe they should be receiving better pay. Furthermore, Union representatives help to mend any personal issues between you and your employer. The representative will attend the meeting with you and the

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employer, making you feel more comfortable, to help resolve the issue. With non-unionized workers, the human resources department would have to be contacted and this could make you feel outnumbered as they are a part of the Company. Moreover, Unions help to create a safe atmosphere at work by implementing work health and safety measures. Unions give proper job related safety training to their employees. As well, Unions will protect people who report and refuse to work under unsafe working conditions.

Secondly, Unions play a key role in improving their own workers' lives by fighting for the labour movement. The labour movement first helps to ensure workers are receiving decent wages. Wages of unionized workers in Canada are approximately \$5.28/hour more than non-unionized workers. Non-union workers benefit from this as well since Unions fight for a decent minimum wage. In addition to receiving a fair wage, Unions help to ensure the workers are receiving decent benefits, pensions, vacation pay and overtime pay. This improves

the quality of living for the workers and their families. Also, through the labour movement Unions fight to give their workers a sense of job security. They work to prevent discrimination and unfair dismissal. In today's society, many people are faced with losing their jobs by being fired, ousted or replaced without any notice, leaving these people in fear of not being able to provide for their families and even themselves. With Union labour laws in place, managements are unable to dismiss employees easily for unfair reasons. Having a sense of job security ensures that employees are happy, stress-free and are motivated to work.

Lastly, the economy greatly benefits from Unions. With higher wages, workers are able to give back to the community by spending money. More families can afford to purchase consumer goods such as houses, cars and clothing, which in turn will increase the demand for these products and promote the growth of the economy. Also, with the great health care benefits unionized

workers receive they are able to support health specialists such as dentists, chiropractors and optometrists. Therefore, these health care professionals can continue the cycle of purchasing consumer goods, which will promote the economic growth. As well, with workers being paid more, they can afford to pay taxes for public services such as roads, schools and health care. This improves the quality of life for everyone in the community and not just Union workers.

In conclusion, Unions hold great value in our society, benefiting not only those who belong to Unions but non-unionized workers as well. They achieve this by implementing a democratic setting in the workplace by giving workers a collective voice. As well as fighting for better wages, benefits and pensions through the labour movement. Lastly, by promoting economic growth. It's important for many sorts of people to vote for a Union for their protection and rights and for a better future for them and their families.

