



PRESIDENT'S CORNER

LOCAL STILL BUSY WITH NEGOTIATIONS CONVENTIONS, TRAININGS, MEETINGS,...

Our local Union has been very busy this year with negotiations, trainings, conferences etc..., and the second half of 2023 has been as busy as the first half.

You will read in the representatives' reports, details of all negotiations that were dealt with and ratified, and also the ongoing ones or those that will be starting shortly.

In July, I had the opportunity to visit a few

workplaces and meet members. While we had membership meetings scheduled in Atikokan and Ignace in order to ratify their respective agreements, I did visit the sawmills at both places, and also our members for Dallan LP. (both places)

I have accompanied 3 of our Sisters to the USW International Women's Conference held in Pittsburgh from October 23 to 27. Gisèle Pintar (GreenFirst Chapleau sawmill), Marilyne

Saville (Gateway Casino Thunder Bay) and April Johnson (Gateway Casino Thunder Bay) did attend the Conference. Very interesting Conference and you can read the reports from our sisters who did attend.

On behalf of Local 1-2010 Executive Board, I wish you a very Merry Christmas and the best for 2024.

In Solidarity;
Jacques Jean

Resolute Atikokan and Ignace sawmill members ratified new Collective Agreements. Local 1-2010's President Jacques Jean visited their workplaces to meet with members.



Cory Peterson, Dallan Atikokan steward



Yurii Velychko, Atikokan sawmill member who acted as Ukrainian translator during membership meeting.



Neil Richard, Atikokan sawmill steward



Ignace sawmill member



Atikokan sawmill member

USW International Women's Conference Pittsburgh, October 23 to 27, 2023





BUSY WITH NEGOTIATIONS ONE NEW AGREEMENT AND OTHERS ONGOING

Hi everyone, I would like to take this opportunity to wish all of you and your family a Merry Christmas and a Happy New Year! May the new year bring a lot of health and happiness to all of you.

It's been a busy year as we had more negotiations and training for our Brothers and Sisters. We held the safety training in Hearst on the 7th & 8th of September 2023 and we had a steward training held in Thunder Bay on October 4th & 5th, 2023.

Maison Renaissance

We reached an agreement with Maison Renaissance on the 13th of September 2023. The ratification vote was held on the 24th of September and was accepted by our members. It's a 3 year collective agreement where we see gains in the wages and

benefits. We were also able to get a wage adjustment for every employee and 5 paid sick days at 80% of your wage for those sick days.

Columbia Forest Products shop

We were in negotiation on September 18th to the 22nd 2023, where no progress was made. We then applied for conciliation. We did meet with our members on October 1st, 2023, to explain to them the situation we are facing. We will be in negotiation on November 14th and 15th, 2023. Hopefully in the next Echo I will have better news to report regarding this negotiation.

White River Forest Products

We were in negotiation with the company from October 10th to 13th, 2023, where a tentative agreement was reached with the company. We

will meet with the members on the 21st of November, 2023, where we will be presenting it to them and ask them to vote on it. In the next ECHO, I will be able to comment more regarding this negotiation.

Upcoming negotiations

Regarding Hearst community living and Hearst CO-OP we are still waiting for dates to start the negotiations. I will be able to report on these negotiation in our next ECHO.

We need to have elections for our next Triennial Convention that will be held in Hearst on the 18th and 19th of April 2024. That means that we must hold the elections for our steward, our grievance committee and for the women's committee.

We have outstanding grievances in effect in different

units where we are working on them. Unfortunately, we have some going to arbitration since no agreement was reached between the Union and the company.

Unfortunately, winter is inevitably on its way. Please be careful driving on the winter roads as they can be very slippery and not well maintained. Make sure you have the proper winter tires on and that your vehicle is in proper condition for those rough winter months ahead of us.

My Brothers and Sisters I want again to take this opportunity to wish you and all your family a merry Christmas and a Happy New Year.

In solidarity;
Guy Veilleux



DALLAN LP THUNDER BAY PULP MILL SECURES APPROXIMATELY 24% WAGE INCREASE OVER 4 YEARS!

Dallan LP Members began Bargaining May 30th, 2023. I'd like to congratulate and acknowledge the great efforts of Jeremy B and Rob D, as well as your president. This bargaining committee produced really great gains for the members of this unit. Here are some highlights from the agreement renewal; double time for stat days, 2 more floaters over the term, increases on shift differential, clothing allowance, pension payments, medical benefits and last but not least, approximately 24% in wage

increases over the term. This group is also in the middle of a vote to add another classification to their collective agreement: AZ Truck driver. If successful this unit will see 6 new members, just to start! I expect that the addition of Dallan Trucking into the pulp mill agreement will over time have a great impact on the number of members working at this site. Important to note that there is a vacancy within our grievance committee. Give John a hand and get involved.

Dallan FW (Thunder Bay

Resolute Sawmill)

During the last 6 months the Thunder Bay Resolute Sawmill site has had a transformation! As I had reported last Echo, Resolute was expanding their storage capabilities by developing land adjacent to the present sawmill footprint. I'm happy to report today that the expansion has been completed, doubling the storage of finished and dried lumber, as well as tripling the size of their log storage capacity.

The union's bargaining

committee at Resolute's Fort William sawmill site will be heading into bargaining on October 31st, November 1st and 2nd, 2023. I hope to update everyone in the next Echo edition on our great success. I'm hopeful we will see similar, if not better gains at the sawmill site as we bargained at the pulp mill.

Woodland's operations

UPDATE - The newly added "special bonus payment" Pg 117 of your collective agreement.

Jason Lacko... from page 2

Special bonus based on the market is adjusted semi-annually, the calculation is made on June 30 and December 31 of each year according to the average prices of the target indicator published in the 6 months preceding the calculation. Special bonus based on the market, is paid if the average of the target indicator is at \$824 USD or above. In the event that the average price of the target indicator reaches \$824 USD or more, the special bonus, based on the market, of \$1.00 per hour would be paid for every hour worked. Unfortunately, as most are aware the price of lumber hasn't been as strong as it was during the covid months. Which is good if you're needing to buy lumber, but not

favourable for us to receive the extra dollar per hour. The outlook for housing starts in the future looks promising, which should have an effect on the cost of lumber.

Copies of the new agreement have been distributed to stewards. If you have not received one, please reach out to your steward or come down to your union hall in Thunder Bay.

We have 2 new contractors working on the English River and Wabigoon Forests. Welcome, St-Onge Logging and Multi TM.

In my June report I had reported a few issues transporting wood to our members at the Atikokan and

Ignace sawmills.

This summer was no different. Once again! we had issues supplying enough wood to our two sawmills. Transporting from stump to dump has been challenging. The woodland operations have been working very hard to supply wood to these facilities. More union trucking is needed.

It is my goal to organize all committees within each operation. If you see a posting for any of our committees, reach out and ask questions. Don't be afraid to help shape your working life.

On a personal note, I would like to thank Mr. Willard Coderre for his many years of service to the local. I wish you the best.

Wanson Lumber

Bargaining began June 5th, 2023. I am happy to report that the members at Wanson Lumber ratified a new 3-year deal with wage increases of 9% plus 1% bonus throughout the term.

Winter will soon be here; I hope you all have a happy and safe holiday season with family and loved ones.

Take care of each other. WORK SAFE!

Merry Christmas and all the best in the New Year!

In solidarity;
Jason Lacko



**POSITIVE GAINS DURING THE SUMMER
HOPEFULLY MORE TO COME!**

Hello Brothers and Sisters!

A lot has happened since the last edition of the Echo. Some good increases for the Resolute Atikokan and Ignace sawmills, as well as the Dallen operations outside of each of those mills. I will break down the numbers for each unit in this report. I had the opportunity to take some vacation time over the summer which I spent with family and friends, which I enjoyed.

Resolute Atikokan Sawmill

After the Local was made aware that Resolute had reopened the collective agreements at both the Thunder Bay Sawmill and Pulp Mill, the local approached Resolute. We wanted the same increases given to the people we represent at the Atikokan and Ignace sawmills. After some time, we received dates in June. At that time the

CBA was reopened with the company offering very decent wage adjustments and wage increases as well as improvements to benefits, vacation, shift premiums, long term disability, life insurance, vision care, dental care, overtime. Wage adjustments and increases amounted to approximately 24% for production and 28% for trades. There was also a good improvement for maternity leave. The new MOA was ratified by the members in Atikokan resoundingly. It was great to see the people getting good increases for years to come. The new agreement expires in 2028. On a side note we were also able to have present, at the ratification votes, a Ukrainian translator. The new Ukrainians make up just over 50% percent of the workforce, and without them the now increased production would not be possible. It was

important for us to have the Ukrainians be able to come and ask questions at the ratification vote meetings as the collective agreement belongs to them as well. The translator, named Yurii, is also now on the joint H&S committee which is great to see. The outlook is very positive at the Resolute Atikokan sawmill, an additional dry kiln is also being built. Resolute is investing in the mill, which is great for the future.

Resolute Ignace Sawmill

The Resolute Ignace Sawmill was able to get the same recent increases as the Resolute Atikokan Sawmill. The Ignace mill is much smaller than the Atikokan mill but the members there make up for that with their dedication and hard work. Recent staffing issues have been challenging for the members there, but the

company is trying to work through them to bring additional workers into the fold. I believe the recent increases in wages and benefits might help. The members in Ignace ratified the new MOA at 100%. The workers at the Ignace sawmill saw improvements in wage adjustments, wage increases, benefits, vacation, shift premiums, long-term disability, life insurance, vision care, dental care and overtime. Percentage increases for the members at the Ignace Sawmill are identical to the increases at the Atikokan Mill. Approximately 24% for production and 28% for trades. All of this looks positive for the future of the Ignace Sawmill. On a personal note, I would like to thank Isabelle Colby the steward at the Ignace Sawmill, for her work, dedication, positive attitude and willingness to learn in order to represent her co-workers at

Wesley Ridler... from page 3

the mill. Isabelle is leaving for a new opportunity with another company. Thank you Isabelle!

Dallan Atikokan & Dallan Ignace

The recent ratification of new MOA's at the Atikokan and Ignace sawmills directly affect the Dallan operations at both the Atikokan and Ignace sawmills. Dallan has a me-too agreement at both locations, so when a collective agreement is ratified the Dallan operators outside of each location will receive the same improvements that the sawmill workers receive. They as well will receive the same wage increases, adjustments and improvements as I have noted in each report above. On another note, Jaydan Ray the JHSC representative for Dallan Ignace, was able to attend the annual H&S meeting in September for Local 1-2010, where he received training on accident scene investigation. Gary Ray, steward for the Dallan Ignace operations, and Cory Peterson, steward for the Dallan Atikokan operations, both attended the Local 1-2010 annual steward meeting in October where they both received training in Psychosocial Hazards and Workplace Mental Health, as well as Workplace Violence and Harassment.

Gateway Casino

Gateway Casino is starting to finally see the patron levels come back to what they were pre-covid. Some of the staffing

issues are also starting to improve, which is beneficial for everyone there. Some of the food offerings are starting to come back with Prime Rib being offered again as well as other food specials. We have had labour management meetings with the company on a consistent basis to bring forward any issues before they become problems. The Local also participated jointly with Gateway Casino on a charity carwash in August to support the Diabetes program at St. Joseph's Foundation of Thunder Bay. Over \$4,000.00 was raised at the event with all the funds staying in the community. The Local would like to thank all of the people that helped out to make the event a great success! Hopefully next year we will be able to participate again. In the spring/summer of next year I will begin taking demands from the members as their collective agreement will expire in October of next year. I am looking forward to hearing from the members so that I can create the proposal based on their demands next fall. The stewards, Marilynne Saville, Shayne Savor and Mike DiTomaso, attended the annual stewards meeting for Local 1-2010 in October where they received training in Psychosocial Hazards and Workplace Mental Health along with Workplace Violence and Harassment. Sister April Johnson attended the Local 1-2010 annual H&S meeting in September where she received



Money raised in the charity carwash that the Local participated in jointly with the Gateway Casino in support of the Diabetes program at St. Joseph's Foundation. Pictured in the middle is April Johnson, Local 1-2010's member at the Gateway Casino.



training on Workplace Accident Investigation.

Nakina Forest Products

During the summer I was in Nakina and Geraldton taking demands from the members that work at the Nakina Sawmill. Their collective agreement expired at the end of August of this year. We have some dates set to negotiate with the company in October as of the day that I am writing this report. The members there were on a start-up agreement in order to re-open the mill after being closed for many years. The bargaining committee and myself are looking forward to getting some fair increases for the members there to try to

catch up to the industry. Nakina is a smaller operation than most other mills but they produce high quality and specialty lumber for the lumber industry. Cody Kostelecky, the steward at the Nakina Sawmill, recently attended the annual steward meeting that Local 1-2010 puts on every year, and received the same training that the other stewards received that I outlined in my reports on each of the other units I represent.

I would like to wish all of the members a safe and happy holiday season and drive safe on the winter roads!

In Solidarity;
Wesley Ridler

**Stewards meeting
October 5th & 6th, 2023**

25 stewards attended our annual Stewards meeting, which was held in Thunder Bay. They received training in Psychosocial Hazards and Workplace Mental Health, as well as Workplace Violence and Harassment.





NEW AGREEMENTS INCLUDING DECISION RECEIVED FOR CBS AGREEMENT PLUS A NEW UNIT JOINS OUR LOCAL!

Brothers and Sisters. I hope that this summer has been a good one for you. Since our last Union Echo, we have been busy with negotiations, arbitrations, and dealing with grievances.

Canadian Blood Services

On October 6th, we finally got a decision from the Board on what changes in the Collective Agreement our members from Canadian Blood Services out of Sudbury would see. You may recall that because they are considered essential services same as nurses working in hospitals, members working for CBS are not entitled to strike, so on September of last year the Local applied with the minister for Interest Arbitration under HLDAA (Hospital Labour Disputes Arbitration Act). This process is there when the parties agree that the matters between them are in dispute

and that a single arbitrator will decide since we can't strike. After several hearings, the board directed the parties to a 2-year agreement (April 1, 2022, to March 31, 2024), a 3.5% wage increase April 1, 2022, and a "Me too Clause" for the wage increase for April 1, 2023, a training premium of \$1.00 per hour, and some minor change in language in the Collective Agreement.

Rockshield EWP

On June 11th, 2023, the membership working for Rockshield EWP (Engineer Wood Products) out of Cochrane Ontario ratified at 59% a new 3-year collective agreement. This new agreement brings an average wage increase of 14%, with increases to the tool allowance, boot allowance, and clothing allowance. Members also got a \$500.00 signing bonus.

Centre de Santé du Grand Sudbury

On May 15th, 2023, we met with the members from Centre de Santé in Sudbury where they ratified at 85% their new 3-year collective agreement. This new agreement brings a 4% wage increase. With increases in vacation days off for members with more than 20 years of service, an increase in the pension plan, an increase for professional services such as chiro., osteo., naturopath, and massage therapy, and an increase in travelling expenses.

Moonbeam Municipal Workers

On October 11th, 2023, the Local was successful in organizing a new group who work for the municipality of Moonbeam Ontario. These 6 individuals are public workers for the township of Moonbeam. We are scheduled

to meet with their employer to negotiate for them their first Collective Agreement. We'd like to welcome the 6 new members to our organization.

Triennial Convention

In preparation for our next Triennial Convention coming up next year, I will be holding membership meetings to re-elect our stewards, committee members, and delegates to attend the Convention. Postings will be put up on the bulletin boards for each worksite with time and place of when the meeting for your work site will take place. Monitor your bulletin boards at your workplace.

Wishing everyone a great Holiday Season. Stay safe.

In Solidarity;
Eric Carroll



Health & Safety

On September 7th and 8th, 2023, at the Club Action in Hearst Ontario, 20 Health and Safety Co-Chairs from various workplaces from across the Local's territory participated in our annual Health and Safety meeting. During the morning session, Brother Pierre Filion from the Workers Health and Safety Centre gave training on Workplace Investigation. The training was well received. In

the afternoon session, Brothers and Sisters gave their reports on Health and Safety issues and concerns from their workplace. During the reports, members were able to exchange ideas and recommendations on how to address various situations. Participation was great. It was suggested that the next Health and Safety meeting be in Thunder Bay, Ontario in

September of next year. Once confirmed of the time and place, Health and Safety Cochair's will receive an invitation to attend.

Brother and Sisters, we are still hearing about how some of us are still cutting corners when it comes to Health and Safety. Working safely is our right and obligation and we need to do so. If you see a co-

worker working in an unsafe manner, let them know so that they can correct the situation.

Make Health and Safety your priority.

In Solidarity.
Eric Carroll
Health & Safety Director

Health & Safety meeting September 7th & 8th, 2023

20 of our Local's Health & Safety co-chairs attended the annual meeting where they received training on workplace investigation.



WINTER DRIVING: PREPAREDNESS IS KEY TO SAFETY

Stay alert, slow down and stay in control – these are the three key elements of safe winter driving. Here are a few safety tips for those of us who have to travel to work or who will be travelling during the holiday season. Drive according to highway and weather conditions. Keep a safe distance between you and the vehicle in front of you. Avoid situations where you may have to brake suddenly on a slippery surface.

Be prepared – Driver's checklist

Get your vehicle winter-ready with a maintenance check-up. Don't wait for winter to have your battery, belts hoses, radiator, oil, lights, brakes, exhaust system, heater/defroster, wipers and ignition system checked. Make sure your vehicle is mechanically ready for the rigors of winter and keep your fuel tank sufficiently full – at least half a tank is recommended. Make sure you have sufficient windshield washer fluid in the reservoir and that it is rated in the -40° C temperature range. Keep an extra jug in the vehicle.

The condition of your vehicle's

tires is very important. Worn and damaged tires can hamper your ability to drive safely. Have them checked or replaced before winter begins. Remember to check tire air pressure frequently, as it decreases in cold weather. While regular or all-season tires, including wide and high-performance tires may be adequate in some areas, they may not be suitable for driving the Snow Belt regions of southern Ontario and throughout the north. If you live and drive in these areas, consider using winter tires. They improve driving safety by providing better traction, braking and handling during frost, snow, slush, and particularly under icy conditions. Installing four winter tires provides greater control and stability. Never mix tires of different tread, size and construction. If extended



periods of icy conditions are the norm in your area, consider installing studded winter tires.

REMEMBER, winter tires alone do not make your car skid proof; reduce speed and stay in control.

Check weather and travel conditions before heading out. Don't take chances if the weather is bad. Allow yourself extra time for travel, or wait until conditions improve.

If you are travelling a long distance, plan your route ahead of time. Let someone know of your destination and expected time of arrival. Wear comfortable clothing that doesn't restrict movement white at the wheel. Keep warm clothing for getting out of your vehicle. Clear snow and ice from all windows, lights, mirrors and the roof. After starting your vehicle, wait for the fog to clear from the interior of the windows so you will have good visibility all around. Keep a winter survival kit in your vehicle. Having essential supplies can provide some comfort and safety for you and your passengers should you become stranded.



If you are in an area with cell phone service and have a cell phone, use it only when necessary. When you need help, pull well off the road to make or receive a call. Dialing 911 on your cell phone will connect you with the emergency services contact centre in the area.

If you experience car trouble on an Ontario provincial highway we recommend that you stay in your vehicle while waiting for help to come to avoid personal injury.

Play it safe – arrive alive!

Severe winter driving conditions may make you nervous, uncomfortable or fearful. Stay off the road unless your trip is absolutely necessary. Proper preparation and the right skills will help you face the challenge of winter driving.



2023 International Women of Steel Conference Pittsburgh, October 23rd to 26th, 2023

I had the pleasure of attending a conference in Pittsburgh, in October, along with two of my Sisters/Siblings from our Local 1-2010 and our president Jacques Jean. We were among a group of 1200 women attending this conference. We were fortunate to meet and share different thoughts and suggestions with many different districts.

This year's conference focused on building skills, fostering global solidarity and strengthening the labor movement. I enjoyed being inspired by high profile motivational speakers from Canada, USA, and women

representing unions worldwide. Just to name a few; Women of Steel Director, Randie Pearson, first woman president Local 6871, representing the College of Engineer's Land surveyors in Puerto Rico, Mariel Cruz, and so many more. We had a variety of workshops to choose from, which I personally chose the following three:

1. Aging in the Workplace
2. You Fight like a Woman (Organizing for Power in our Workplaces)
3. Preparing for Tough Conversations



They were all very informative. Some of our siblings even came together in a rally to support the University of Pittsburgh. I must say the support for women within our union is huge. We must stay in solidarity and support each other in any way we can. Together we will reach for

dreams we never thought possible. This experience was very inspirational for all Women of Steel.

In Solidarity,
Gisèle Pintar
Local 1-2010's Women Committee Chair

I was given the opportunity to attend the 2023 International Women's Conference in Pittsburgh.

Guest speakers shared their personal stories that were touching. The Humanity Fund Committee spoke of their accomplishments in Mexico helping women with proper PPE.

The classes I attended were:

Aging in the Workplace, which was informative.

Preparing for Tough Conversations, each group talked about different ways they handled tough conversations.

You Fight Like a Woman: Organizing for Power in the Workplace. It was very informative. Talked about workplaces tailored to men, how women were expected to

deal with it, to women having a voice in the workplace and with the help of their Brothers they fought back and got proper PPE, more washrooms etc.

It was a great conference and a great experience!

In Solidarity;
Marilyne Saville
Local 1-2010's Women Committee Second Vice-Chair



I was one of the lucky 3 women from our Local to be invited to attend the International Women of Steel Conference this year in Pittsburgh. The conference

ran from October 23rd to 26th, 2023.

It was an interesting and busy few days, filled with some amazing guest speakers and

workshops packed with interesting knowledge.

On Monday, October 23rd we attended the District 6 meeting and convention and had the opportunity to meet with many of the women from across our District, as well as hear from District speakers. There was also an introduction to the District 6 WOS committee.

The morning of Tuesday October 24th began with registration and exhibits from Locals and Districts internationally with many handouts and information packages on all matter of topics that related to women in the USW workplaces. This was followed by the Opening General Session which encompassed many fantastic female guest speakers and

Women of Steel... from page 7

leaders of USW.

That afternoon I attended a workshop on "Bargaining for Equality". This was a great session on preparing for bargaining and learning ways that new language can remove barriers for women in the USW workplace. It was also very interesting to hear stories from women across all Districts and the way that many of their workplaces are far behind us in their treatment of women.

Wednesday October 25th the morning again began with exhibits and the General

Session. More great speakers and some heart wrenching stories about some of the things that USW women had gone through personally as well as the changes made from the impact those situations had.

The second half of the morning I attended a workshop "You Fight like a Woman: Organizing for Power in our Workplaces. This workshop was an interesting one for me, as I heard many stories from the women in the group about how hard it was for them to fight for things in their workplaces, like

bathrooms and general respect from the men they work with. It was more a listening experience, as I have always found the Brothers in my Local to be very accepting and supportive of any issues or concerns that I have brought forward to them. They are also extremely supportive of our Local's WOS committee.

After the lunch break on Wednesday, I attended a workshop about "Preparing for Tough Conversations." This was an interesting group conversation, and I learned a few new tactics that could be

used when preparing for and during any tough conversation that I might either have with a member or sit in on with a member.

Unfortunately, due to unforeseen circumstances, the rest of the conference was cancelled. Overall, it was a fantastic learning experience, and I will take away many of the things that I learned from attending.

In Solidarity;
April Johnson
Local 1-2010's
Women committee
Recording Secretary



Every year, we give two Scholarships of \$1,000.00 each. Winners are chosen based on an essay titled "The Value of Unions in our Society".

Our two winners this year are Sophia Downton and Marie-Pier Vachon. Congratulations to both! Below are their winning essays.



Sophia Downton, daughter of Calvin Knorr, Jason Rouillard Logging

The Value of Unions in our Society

Unions are an essential aspect of the lives of many workers across the globe. However, at the same time, many individuals remain uncertain about unions and their purpose. In Canada especially, it is imperative that all workers understand the purpose of unions, are educated about their rights as unionized workers, and learn about ways to get involved in

their own health and safety. Unions can be described as organizations that unite and cohere workers, while also creating a work environment where all members feel secure. Unions help support workers and advocate for their rights within the workplace. There are countless benefits to working within a union, including increased equality, democracy among workers, and vast worker benefits.

Firstly, unions are critical to

promoting and ensuring a work environment that is inclusive and free from harmful discrimination. To begin, unions have had notable contributions to women's rights within the workforce. Unions have made efforts to encourage the implementation of stable and consistent scheduling, fair and equal pay for female workers, and many benefits. For instance, women working within unions are more likely to receive high wages and fair maternity leave

Scholarship... from page 8

time than unionized workers. As a woman working within a union myself, I can confidently state that my union has been of great support in encouraging me and my rights, especially within a male-dominated job. Overall, unions make it possible to envision a future where the gender pay gap closes and where women can work and live a balanced life! In addition, unions are essential in promoting inclusivity and equality, as they have a personal responsibility to respond to and act against discrimination and harassment in the workplace. Unions promote equality, inclusivity, and equal opportunities for all of their workers, regardless of sex, age, gender, religion, political beliefs, education, disabilities, and many more. Unions are committed to open communication and consideration regarding policies and procedures that help fight inequality and discrimination. Unions also provide education to workers on their overall human rights as well as their rights within the workplace. This education will teach workers how to spot harassment or discrimination

at work and how to report it. All of these guidelines ensure that all individuals receive equal opportunities, advantages, and pay. All in all, unions are required to treat all workers fairly and equally, while continually working towards improving workplace conditions and equality.

Secondly, unions support and encourage democracy among the workers in their workplaces. The decisions of a democracy wholly depend on the people it serves! Within a democracy, individuals have the right to have a voice and an impact on the future of the organization. Workers within a union have the right to vote for individuals who will be making decisions that will affect the workers within a union. A worker can vote for their union, elect a workplace representative, or on a collective agreement. Workers also have the right to sign or refrain from signing an authorization card which signifies that they wish to be represented by the union. Workers in good standing are also permitted to attend local union meetings to stay

informed and involved. One can clearly see the care that unions demonstrate in ensuring that workers are well-represented and accurately spoken for. Evidently, all of these rights give workers a voice to advocate for the health, safety and equality of not only themselves but all workers within the union.

Lastly, unions provide workers with vast and very valuable benefits which support them in living a balanced life. Unions invest in the health and well-being of all its workers through valuable benefits including, but not limited to, pensions, dental and medical care, vacation time, maternity leave, job protection and security, higher wages, and stable working hours. To be more specific, my father's employment with Jason Rouillard Logging has allowed him to greatly profit from the benefits provided by the United Steelworkers. My family and I do not have to worry about the financial strain of dental costs, as the majority of those costs are covered by his union. In addition, as a union worker myself, I was greatly supported by my union,

as they helped cover a large portion of the costs for my steel-toe boots and rain gear. These two items, along with many other forms of personal protective gear, have helped me feel safe and comfortable while learning new skills at work. All of these factors help promote a positive and safe work environment, whether that be regarding the physical condition of the workplace or the mental and emotional health of the workers.

In conclusion, it is apparent that unions are an important part of many individuals' lives. In our society, unions are valuable to help create a work environment that is equal and inclusive, promote and advocate for democracy among workers, and finally provide workers with many essential benefits. Unions are establishing the grounds for a future of fair, prosperous, and safe workplaces here in our city and also across the world. Unions help workers feel safe and confident every single day they go to work.



Marie-Pier Vachon,
daughter of Martin Vachon,
Columbia Plywood

The Value of Unions in our Society

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

Solidarity, that is the fundamental value of a union. It is in that way that unions gain strength. On the other hand, unions in the workplace do not always achieve unanimity. Yet they have permitted a constant evolution of the working class. A union

can be defined as a social and political association of workers, organized to defend their interests, impose changes, and simply give a voice to the workers. Despite some beliefs that unions are there only to harm businesses, it is absolutely the opposite. Since their emergence during the industrial revolution of the 19th century, these associations have been crucial defenders of the rights of workers, fighting for fair working conditions, suitable

wages, and benefits.

Firstly, unions play an important role for workers when the time comes to negotiate a work contract. Many advantages will be felt, among other things, a better remuneration. We can't forget that unionized employees generally have a higher salary than non-unionized employees. This gives a solid advantage to non-unionized workers who can use this as a comparison in the goal of

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- Zone 2:**
April Johnson
Andre Lachance
- Zone 3:**
Terry Kisch
Yvan Néron
- Zone 4:**
Daniel Grenon
Julie Larochelle
- Zone 5:**
Roger Beland
Francoise Lecours
- Trustees:**
Blair Decorte
Marilyne Saville
Martin Roy
Dany Aubin

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achieving a more respectable salary. In the end, unions have a positive impact for everyone, and it is the society in general that benefits from them. The collective negotiation also allows to offer many advantages to its members like special leaves; bereavement, maternity, sick etc., a vacation pay with progressive rates during the years, a pension plan, and many health care benefits. All these advantages offer a better quality of life to employees and their families and allows a constant evolution of the economy.

Another important point that unions bring in the workplace is the implementation of rules to protect the workers. Many times, the unions and the company must work together to find an agreement for a regulation that is fair and above

all safe for everyone. A concrete example of this is the law on health and safety at work. This law aims to eliminate all source of danger in the workplace that could hurt an employee. Unions also play an essential role in the respect of the collective agreement. They must protect their members, be it for discrimination, seniority, or all other work conditions not respected or illegal. Unions have the ability to ensure employees will have a loud voice in front of the company, by joining themselves collectively. Individually, employees can feel powerless towards problems like a unilateral rupture of a work contract, unpaid overtime hours or dangerous work conditions. If the employees don't communicate their worries to their employers because of their feeling of powerlessness, this

could bring frustration, worry and discouragement at work. However, by uniting themselves and forming a union, workers can negotiate collectively with the employers, which gives them considerable strength to obtain significant improvements.

In conclusion, as we can see, the value of unions in our society is primordial. Unions are an important tool for everyone. They have allowed a voice to be given to the workers and also a constant evolution of the working class and the economy. Without the unions, the workers would never have been able to fight against the inequality and achieve a personal well-being. It is important that unions pursue their mission and continue to be part of our lives because UNITY IS STRENGTH.



*from the Executive Board
and staff of your Local*

