



PRESIDENT'S CORNER

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

Another year that went by very quickly. Since the last Union Echo, the Local has been dealing with some negotiations, grievances, arbitrations, and meetings. The Women's committee meeting, the USW District 6 Conference, the Health & Safety council meeting, the Stewards meeting, and the Wood Council Conference. Take the time to read our Local's representatives' reports.

On May 23rd, the Local's Women of Steel committee met at our Thunder Bay office. 19 Local 1-2010 Sisters attended the meeting where they were given training on "Gender Transitioning in the Workplace", training provided by Sibling Mayson Fulk, USW District 6 Trans Liaison. All were very pleased with the presentation given by Sibling Fulk, as they found it to be very

informative.

From July 8th to 12th, the Local sent 8 delegates, namely Siblings Julie Larochelle (North Cochrane Addiction Services), Roger Beland (Interfor Gogama sawmill), Keith Caldwell (Resolute Forest Products Atikokan sawmill), and Local representatives Wesley Ridler, Guy Veilleux, Jason Lacko, Eric Carroll, and Jacques Jean, to the USW District 6 Conference held in St-John's, NL. All delegates enjoyed the conference as they found it to be very well organized, structured, and very instructive.

On October 10th, as many as 28 Stewards attended the Local's annual Stewards meeting held in Hearst. They

received training on grievances from 3 of our own facilitators. What's a grievance or complaint, grievance investigation, grievance procedure (time limits), how to write a grievance. The whole day was spent in giving the above-mentioned training.

On October 28th, 7 delegates from our Local attended the USW Wood Council Conference in Winnipeg Manitoba. A very interesting Conference with many different speakers.

On behalf of Local 1-2010's Executive Board, I wish everyone a Merry Christmas and a wonderful New Year 2025.

In Solidarity;
Jacques Jean

Women's Committee meeting, May 23rd & 24th, 2024



Back Row: Lauren Koski, Geneviève Duguay, Mary Spence, Naomi Nowlan, Jacques Jean, Janet Prevost, Annette Matte
Middle Row: Mary-Jane Badajos, Marina Baglien, Danielle Stewart, Josée Desrochers, Marilyne Saville, Nathalie Moreau, Josée Blake, Vicky Leroux-Groleau
Front Row: Mélissa Audet (Recording-Secretary). Anne Lacroix (First Vice-Chairperson), Gisèle Pintar (Chairperson), April Johnson (Second Vice-Chairperson) and Janet Daigle (Third Vice-Chairperson)



District 6 Conference, July 8th to 12th, 2024



Back row: Keith Caldwell, Jason Lacko, Julie Larochelle, Roger Beland and Jacques Jean
Front row: Wesley Ridler, Guy Veilleux, Eric Carroll

Stewards Meeting, October 10th & 11th, 2024**USW Wood Council Conference
October 28th, 2024**

Jacques Jean, Jason Lacko, April Johnson, Guy Veilleux,
Wesley Ridler, Eric Carroll and André Lachance

**Restoration of the Reesor Siding Monument has been done!**

The much needed restoration of the monument was done during the months of September and October.
History restored for many years to come!

Before***During restoration******After***

Jacques Jean, Local 1-2010 President,
with representatives of JNF Contracting,
contractor who did the restoration.



Guy Veilleux (Financial-Secretary), Jacques Jean
(President) and Eric Carroll (1st Vice-President)

REESOR SIDING INCIDENT

On February, 1963 during the early morning hours, 3 men were shot to death and 8 wounded in one of the bloodiest labour conflicts in Canada. This incident happened at Reesor Siding between the town of Mattice and Opasatika Ontario. The men who were shot were bush workers members of our local that were on strike against Spruce Falls Power and Paper Company.

The people responsible for the shooting were not police officers or convicts hired by the company; they were simple agricultural farmers, who believed they were protecting their livelihoods. The strike did not only involve the union and the company but also the farmers from the surrounding area, who were increasing their annual income with the sale of fiber to Spruce Falls.

The strikers were objecting that the farmers continued to bring fiber to the company evidently weakening the union and their negotiations.

The strikers began to take action to stop the wood flow from the settlers to the mill by stopping independent truck driver and unloading the trucks and unloading trains cars that were at different landings. The action of the strikers effectively stopped the farmer's wood in reaching the mill. The situation was critical because wood had to be hauled before spring thaw.

Reesor Siding was a Railroad Siding between Opasatika and Mattice and it was used by the Val Rita Coop Cutting Operation as a depot for the pulp wood and a place to load the pulp wood on the wagon train. During the preceding weeks of the morning of

February 11, the cords of woods stored at Reesor Siding had been unpiled or rampaged on two occasions by the strikers. The first time this occurred; four hundred cords had been unpiled and the second time, seven hundred cords. Consequently, the farmers started to guard the cords of woods.

During the night of February 10, there were six hundred cords at Reesor Siding ready to be loaded on the cars. The strikers heard about this and had full intention to go and unpile the wood. The O. P. P. had seen several vehicles full of strikers heading for Reesor Siding. Those police officers advised other police officers that were in the area of Reesor Siding. At midnight, the police arrived at Reesor Siding and advised the farmers that the strikers were coming. At approximately 12:30 a.m. between four and five hundred strikers arrived. Within a few minutes three strikers were shot and killed and eight were wounded by the farmers.

The deceased were Irénée and Joseph Fortier (brothers) from Palmarolle, Québec and Fernand Drouin from St. Elzéar. Irénée Fortier was thirty-four years old, was married and had two children. His brother, Joseph was twenty-five years old and was also married. Fernand Drouin was twenty-five years old and was single. The wounded were Harry Bernard, Ovila Bernard, Joseph Boily, Alex Hachey, Albert Martel, Joseph Mercier, Léo Ouimet and Daniel Tremblay. The deceased were transported to their native's town for the funerals.

The twenty farmers were immediately arrested by the

police that were there and fourteen guns had been seized. The twenty farmers were initially charged on February 11, for illegal use of firearms with the intention of wounding. Then the farmers were released on a 500,00 \$ bail each. A couple of days later the Crown Attorney laid some new charges against the farmers. They were now accused of three counts of non-capital murder. At the time if one was found guilty of non-capital murder, he was only put in jail and could not be put to death by hanging.

Following the Reesor Siding incident, the Attorney General Fred Cass sent two hundred O.P.P.'s to assist the twenty-five already in Kapuskasing. Warrants for the arrest of two hundred and thirty-seven strikers had been issued. They were accused of having participated in a riot. The strikers and the leaders of Local 2995 had cooperated fully with the police. By February 15, there were one hundred and twenty-one strikers that had given themselves to the police and they were brought to Monteith, an old camp for prisoners of war, at approximately two and one half hours from Kapuskasing (Monteith is now a Provincial Penitentiary). It was not very long that the strikers were released on bail. The union Head Office paid two hundred dollars for each striker to get them released on bail.

However, the Union was not only preoccupied with the legal problems, they still had a strike to negotiate. Immediately after the fusillade, the negotiations had been taken over by the Ontario Ministry of Labour, Mr. Leslie Rowntree. Thursday, February 14, after nineteen

hours of nonstop negotiations, a solution to resolve the strike was proposed.

Friday, February 15, and Saturday, February 16, the so-called "Solution" was presented to the members of Longlac and Kapuskasing. Then the vote was taken. The offer was accepted and the workers returned to work immediately. However, this Agreement did not please everyone.

Joseph Laforce, President of Local 2995 and the executive board of LSWU had accepted the agreement simply because the Government of Ontario had threatened to legislate the bush workers back to work if they refused this solution. By accepting this solution the Union had some input in the making of the Collective Agreement by participating in the Arbitration process. If the Government was to legislate, the members back to work then the Union would not have had any participation at all. Furthermore, Joseph Laforce said that if the Ontario Government had legislated the members back to work that would create a dangerous precedent.

The strike was over, however there remained the legal proceedings for the twenty farmers who had been charged for non-capital murder and the two hundred and fifty-four strikers charged for illegal assembly. The court found that one hundred and thirty-eight strikers were guilty and were charged two hundred dollars each. The charges were paid by the International Union.

The court proceedings for the farmers were held in October, 1963, at the Provincial District Court of Cochrane (in the town

Reesor... from page 3

of Cochrane). After the testimonies and the evidence were presented, the seven men jury had withdrawn (deliberated) for two and one half days. The decision of the Jury was that due to lack of evidence the farmers could not be tried for murder and also must be set free without any conditions. However, Judge McRuer found that three of the farmers, were guilty of being in possession of dangerous firearms. He imposed a fine of one hundred and fifty dollars each.

This strike had a profound effect on the bush workers in the Kapuskasing region. In the following ten years after

the strike, the working conditions and wages for the bush workers were increased considerably. The strike also had the effect of creating a sense of fraternity in the town of Kapuskasing. The strike also marked the decline in the industry of farmer/bush worker or the Coop in the area. The system of co-farmers / bush workers also declined because more and more of the sons of the farmers were leaving the farms to go and work in the bush for Spruce Falls, where the wages were much better.

The death of three men at Reesor Siding was an unnecessary tragedy. Lack of effective intervention by the

Government, the inflexibility of Spruce Falls and above all the lack of understanding between the strikers and the farmers has inevitably caused violence. Two groups of people, the farmers and the strikers, with the same goal (to make a decent living) and a common adversary (the management of Spruce Falls) had a serious lack of communication that led to serious repercussions.

During the strike, the Union attempted to demonstrate to the farmers that the strike would benefit them and the members. The Union offered to feed and give some firewood to those farmers who

were affected by the strike. The farmers did not listen. The strikers then were forced to use certain tactics and the farmers used firearms to defend the livelihood of their families. The end result was inevitably increase tension and finally death.

Human nature is such, that when threatened, one way or the other we defend ourselves. Therefore, one could easily believe that the farmers at Reesor Siding, in the morning of February 11, 1963 were simply protecting their lives and livelihood. Having said this, are six hundred cords of pulpwood worth the lives of three men?



FIRST AGREEMENT FOR A NEW UNIT! LAY-OFF FOLLOWING A FIRE FOR ROCKSHIELD MEMBERS

Brothers and Sisters. I hope all of you enjoyed their summer. Since our last Union Echo, we have been busy in arbitration, dealing with grievances, and holding membership meetings.

Fauquier-Strickland Municipality Workers

On October 8th, 2024, we were successful in negotiating a new Collective Agreement for the workers working for the Municipality of Fauquier-Strickland. This new 4-year agreement offers stability and protection to the workers there. The agreement offers a 13% wage increase over the term of the agreement, benefits, a pension plan, 13 statutory holidays, 3 floaters, 5

sick days, and language on health and safety. Congratulations to the negotiating committee and the employees on their new Collective Agreement.

Moonbeam Municipal Workers

Negotiations with this new group of workers working for the Municipality of Moonbeam is still ongoing. On September 9th, 10th & 11th, 2024, the parties met in conciliation. Although there has been some movement on our demands, we still have many items outstanding that need to be addressed. We are scheduled to meet again on November 6th, 7th, and 8th, and we are

hopeful that before the end of the year we can have a new Collective Agreement in place for these members.

Rockshield EWP

On August 9th, 2024, the Rockshield EWP plywood plant in Cochrane had a major fire at the mill. Luckily no one was injured and with the rapid response of the fire department and a local helicopter company, the fire was put out. But unfortunately, all the greenend section of the mill was destroyed. So, because of the fire, approximately 150 of our members working there were laid off. The company has informed the Local that they intend to rebuild the damaged



Fire at Rockshield plywood plant in Cochrane destroyed the greenend section of the mill.

area of the mill and have the mill back and running as soon as possible.

Wishing everyone Happy Holidays. Stay safe.

In Solidarity;
Eric Carroll

Health & Safety

On September 17th and 18th, 2024, 25 Health and Safety Co-Chairs from across the Local attended our annual Health and Safety Co-chair conference in Thunder Bay. During the September 17th morning session, the Co-chairs all received training on Documenting Health and Safety in the workplace from Brother Aaron Leiterman from the Workers Health and Safety Center. Later, as per our

Bylaws, we had elections to elect the Local's Safety Council Officers, and the Brothers and Sisters were elected as follows;

Chairperson – Sister April Johnson (Sister Johnson works for the Gateway Casino in Thunder Bay)

1st Vice-Chairperson – Brother Cody Swiergosz (Brother Swiergosz works at

the Kirkland Lake Finger Joint Plant in Kirkland Lake)

2nd Vice-Chairperson – Brother Dany Aubin (Brother Aubin works for Lecours Lumber in the woodlands in Constance Lake)

3rd Vice-Chairperson – Brother Blair Decorte (Brother Decorte works for Dallan Fort William in Thunder Bay)

Recording-Secretary – Brother Marc-Antoine Brisson (Brother Brisson works for the Greenfirst Sawmill in Hearst)

Congratulations to the new elected Safety Council Officers.

On October 2nd, 3rd, and 4th, 2024, Sister April Johnson, Brother Cody Swiergosz, Brother Guy Veilleux, and Brother Eric Carroll, attended the USW National Health, Safety, Environment, and Human Rights Conference (Justice 2024) in Gatineau Quebec. The conference was filled with great guest speakers and workshops. All 4 delegates enjoyed the conference.

Make Health and Safety your priority.

In Solidarity;
Eric Carroll

Health & Safety Director

National Health & Safety Conference October 2nd to 4th, 2024



Brother Cody Swiergosz and Sister April Johnson



Brother Eric Carroll, Brother Kevon Stewart (District 6 Director) and Brother Guy Veilleux

Health & Safety meeting September 17th & 18th, 2024



NEGOTIATIONS UPCOMING FOR GATEWAY CASINO FORESTRY SECTOR ENDURING CHALLENGES

Hello Brothers and Sisters!

As usual busy times in the Local. I had the opportunity in the spring to travel with Brother Eric Carroll, 1st Vice-President/Business Agent to visit some of the sawmills he represents in Chapleau and Gogama. I also visited the Hearst Sawmill with brother Guy Veilleux, Financial-Secretary/Business Agent. I

had the opportunity to meet with management from these sites and see how the operations were run. It was very interesting to see how these other companies function and understand some of the challenges they face. There have been dates set for the end of November for negotiations with Gateway Casino, which I am looking forward to. I was able to attend

the Local's annual H&S training that took place in Thunder Bay in September. The Local also had its annual stewards meeting held in Hearst in October. I had the opportunity to take some vacation this summer and spent that time enjoying the summer and spending time with friends and family.

Resolute Atikokan Sawmill

There has been a very high level of production at the Atikokan sawmill, attributed to recent efficiencies as well as staffing levels increasing. Ukrainian workers now comprise around 65% of the workforce, which has clearly helped in the level of production. Log inventories are high, and the mill is playing catch-up from the recent rail work stoppage. A lot of finished

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Wesley Ridler... from page 5

product is piling up and needing to be shipped out by rail. That process is ongoing and will hopefully get back to normal levels. The U.S. has recently increased its duty on softwood lumber imports from Canada, making margins even thinner for Canadian producers. Although the increase was expected to be 13.86% it actually rose to 14.54%. Since the summer edition of the bulletin, I have had several labour management meetings where concerns from the members were brought forward. I have membership meetings planned for October to update the members on what is happening in the Local as well as listen to any concerns from the members.

Resolute Ignace Sawmill

The Ignace sawmill has continued to produce well, even though staffing has at times been an issue. Those same issues are not different to other similar size sawmills. There will be a shutdown in October to complete their log-

turner capital project. The shutdown will take place from October 12th to October 27th. Dave Sheppard is the new steward at the Ignace sawmill and has been given the Local's new steward training in October, which was held in Hearst. Since the last issue of the bulletin, I have had a labour management meeting to bring forward any concerns from the members and I have a membership meeting planned for November to update them on what is going on in the Local as well as listen to any concerns.

Dallan Atikokan & Dallan Ignace

The Dallan operators outside the Atikokan and Ignace sawmills continue to meet the demand and high pace of production at the mills. There has been a labour management meeting for both operations with Dallan management and I have membership meetings planned for both sites in October and November.

Nakina Lumber Inc

The Nakina sawmill members are settling into their recently ratified Collective Agreement. The agreement saw increases across the board. Nakina Lumber is also facing the increased duties that other Canadian producers are faced with making it more challenging to operate. Staffing levels have been an ongoing issue, but the mill is doing its best to hire more workers. They recently began setting up an onsite camp to potentially house new workers from outside of the area. Brother Robert Scarbrough was recently nominated and has joined the Joint Health & Safety Committee. Brother Scarbrough brings years of experience in that role and will be a great addition to the committee. He has also been nominated and joined the grievance committee. Thank you for stepping up Robert!

Gateway Casino

Members of the Thunder Bay Gateway Casino recently came to the end of their 5-year

Collective Agreement. A lot has happened in those 5 years and the members are looking forward to getting a fair deal with the company. There are dates set at the end of November to begin negotiations. Meetings to take demands from the members were held during the summer. The bargaining committee has been nominated and they are ready for the upcoming negotiations. Labour management meetings have taken place since our last issue of the bulletin. Brothers Savor and Ditomaso recently attended the Local's annual stewards meeting where they received the Local's new steward training.

With the upcoming holiday season approaching, I wish everyone a very Happy Holiday Season, please drive to the conditions and please don't drink and drive. Take care everyone!

In Solidarity;
Wesley Ridler



UNION JURISDICTION AND THE NIPIGON FOREST

Dear Brothers and Sisters,

I would like to share the latest updates from our Union as we enter the winter of 2025.

Resolute Woodlands Operations

On the Resolute Woodlands side, membership has been growing steadily over the summer. In July, Goodwin and Sons Trucking, based out of Atikokan, signed on to help transport logs to area sawmills. They'll be supporting operations like Koval, MultiTm, and New Gen Harvesting. Constant Trucking has also

returned after a brief period working in other areas.

Meanwhile, the Union has been working on a couple of grievances regarding worksite jurisdiction and non-union harvesters. These issues are scheduled for hearings later this year, with the first one set for November 8th. It's been a bit frustrating for the workers this summer, especially with non-union trucks showing up at the sawmills while union members faced curtailments and quota reductions. The Nipigon Forest has been supplying large amounts of

wood to sawmills and pulp mills, using mostly non-union labor, which has been a sore spot. Our Local Union workforce has been providing fibre to these areas for many, many decades. "It's a slap in the face".

I can tell you that your Union is advocating vigorously to ensure we have the ability to move our residuals from the sawmills and woodland operations to their final destinations. We have been actively promoting the use of biomass in our Northern communities. Having biomass

facilities throughout the North would benefit the industry, mining sectors, and rights holders alike. As you may be aware the "Shut down" of the Terrace Bay mill has had an impact on some of our sawmill operations. Storing fibre on site or delivering it to other areas of the province has been an adventure for the companies. Biomass facilities could be the answer for long term stability during market downturns.

While we do face industry challenges, I am hopeful that, in the long run, all woodlands

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Jason Lacko... from page 6

operations from the Nipigon Forest to the Wabigoon Forest will be union jobs, offering prosperity and stability to all our members. This will help keep our Northern communities successful and flourishing, providing ongoing employment and strength for the region.

Another major challenge facing the forest industry is the growing shortage of skilled workers, particularly truck drivers, equipment operators, and mechanics. Recruitment efforts have become even more difficult, affecting all our mills and woodland operations. To address this, we must work closely with the government and industry leaders to make these essential, community-supporting jobs more appealing to the next generation. This collaboration is crucial to ensuring the long-term sustainability of our workforce and the continued success of Northern communities.

Thunder Bay's Dallan Operations

Over the last six months, the Dallan Operations in Thunder Bay have been busy, especially with mobile equipment services and trucking support for the area.

The Fort William crew has expanded to the Keifer terminal, where they've been loading railcars for Resolute Forest Products. Dallan Trucking is also actively involved, with a dedicated team transporting finished lumber to the Keifer site.

Things haven't been as smooth at the pulp mill, though. Back in May, Thunder Bay Pulp and Paper directed the company to stop its grinding operations. This led to some layoffs and position changes, especially for the junior workers. The good news is that grinding started back up again in late September, even if it's labeled as "temporary." It's expected to continue into the winter months, which will help keep things moving.

Join your Local Health and Safety Committee

We all want to come to work knowing that we'll return home in the same condition. But that doesn't just happen by chance – it takes effort, awareness, and teamwork. That's why we need you on our Health and Safety Committee!

By joining the committee, you can:

• **Make a real impact:** Have a direct say in identifying and

addressing workplace hazards and ensuring that your coworkers are protected.

• **Learn valuable skills:** Understand health and safety regulations, how to perform risk assessments, and best practices that will benefit you and others on the job.

• **Advocate for your peers:** You know your workplace better than anyone. Your insights can prevent accidents, improve conditions, and ensure management stays committed to safety.

• **Build a culture of safety:** When we all take part in promoting safe practices, it becomes second nature. Together, we can create an environment where everyone feels confident and secure.

Your participation will be vital to ensuring our workplace remains a safe and healthy one for every member. Whether you've been at your workplace for years or are relatively new, your voice matters, and we need diverse perspectives to tackle the challenges we face.

If you're interested in becoming part of our Health and Safety Committee, or if you'd like more information on

what the role entails, please don't hesitate to reach out to your representative. Together, we can make a real difference in our workplace, protecting each other and building a safer future.

Unitized Manufacturing

On October 17th, 2024, members at the Unitized Manufacturing location ratified a new three-year deal. The agreement includes a 14 percent wage increase over the term, with the largest increase occurring in the first year. The new deal also comes with improvements in language benefits and pension, providing a solid boost for the workforce.

Wanson Lumber

Wanson Lumber continues to deliver top-notch service. The construction season, according to members, was very busy over the summer. With more construction projects expected in the Thunder Bay area, this uptick in activity will likely benefit the group moving forward.

Take care of each other. WORK SAFE! Happy Holidays to all our great members!

In solidarity;
Jason Lacko



happy
HOLIDAYS.

*from the
Executive Board
and staff of your Local*



TRAININGS, CONFERENCES, MEETINGS AND UPCOMING NEGOTIATIONS

Hello 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 you a lot of happiness and health to all of you.

It's been a busy year as we had negotiation and trainings.

We had a Health and Safety training that was held in Thunder Bay on the 17th and 18th of September 2024. We held the Stewards training in Hearst on the 10th & 11th of October, 2024.

Regarding the negotiations of 2025, we will have a busy year as we are going into negotiation with our sawmills

and woodlands. We will also have the wage conferences for the sawmills and woodlands in 2025. Dates need to be confirmed.

As for me, I have been very busy with meetings, arbitrations and conferences. We are trying to hold monthly meetings with the companies to resolve the grievances as much as possible. If not possible we will apply for arbitration if needed.

We had arbitrations, some we won and some we lost. I have a few more arbitrations coming soon. We believe we have a strong case but as you know going into arbitration is a 50/50 chance of winning.

As for the conferences, I attended the District 6 Conference in St-John's Newfoundland from the 7th to the 12th of July, 2024. I also attended the National Health and Safety Conference held from the 1st to the 4th of October, 2024

I attended the Wood Council meeting held in Vancouver from the 24th to the 27th of September, 2024 and also the Wood Council Conference that was held from the 27th to the 29th of October, 2024

I attended the Local's Health and Safety training in Thunder Bay and Steward training held in Hearst.

I was on vacation from the 15th to the 26th of July, 2024 and also the week of August 12th to the 16th, 2024

Unfortunately, winter is coming. We will need to be careful driving on the winter roads as they can be very slippery and not well maintained. Make sure your vehicle is ready for winter conditions for those rough winter months ahead of us.

My Siblings, 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



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 Sara Larochelle and Miguel Breau. Congratulations to both! Below are their winning essays.



Sara Larochelle,
daughter of Julie Larochelle,
North Cochrane Addiction
Services

The Value of Unions in our Society

Unions play several crucial roles in our modern society. Although not all workplaces have unions, many do and there are benefits to them. We are lucky that here in Canada, overall unions are a significant part of the labour landscape, contributing to the protection and advancement of workers' rights and interest across the country. If there were no unions in Canada, several potential consequences could arise impacting both worker and the broader society.

Roles of Unions:

We can identify six major roles of unions in our society. Firstly,

we find worker representation. Unions act as advocates for workers, negotiating better wages, benefits, and working conditions on behalf of their members. They ensure workers have a collective voice and bargaining power, which can prevent exploitation and promote fair treatment. Secondly, we can find the role of safety and standards. Unions often set and uphold safety standards in workplaces, ensuring that workers are protected from hazardous conditions and that regulations are followed to maintain a safe working environment. There's also the

role of job security. Through collective bargaining, unions help secure job protections and reduce the risk of arbitrary dismissal or unfair treatment, providing stability for workers. Training and development are also an important role as many unions provide training programs and opportunities for skill development, helping workers to enhance their abilities and adapt to changing job requirements. Unions also play a role in social justice, since historically unions have played a role in advocating for broader social justice issues beyond the workplace, including civil rights,

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Scholarships... from page 8

healthcare, and economic equality. Lastly, unions can influence public policy and legislation to benefit workers and their families, advocations for laws that protect labour rights and promote social welfare. Overall, unions contribute to a more equitable and balanced society by advocating for the interests of workers, promoting economic stability, and contributing to social progress.

Absence of unions:
Without unions, several

aspects of our society and workforce could be significantly different. There would be a reduced worker protection, since unions often negotiate contracts that include protections against unfair treatment, arbitrary dismissal, and unsafe working conditions. Without unions, these protections may not be as robust, leading to increased vulnerability for workers. There would also be lower wages and benefits, given that unions typically negotiate for better wages, benefits such as

healthcare and retirement plans, and improved working conditions. Without unions, there might be less pressure on employers to provide competitive compensations packages, potentially leading to lower wages and fewer benefits for workers. We would also see a decreased job security and limited worker representation given that unions help establish job security through collective bargaining agreement that includes provisions for job protections and procedures for

disputes. Unions also provide a collective voice for workers, enabling them to address grievances collectively rather than individually. We would also have weaker labour standards, since unions often set standards for working conditions, safety regulations, and fair labour practices. Without unions, there could be less oversight and enforcement of these standards, leading to potentially poorer working conditions overall.



Miguel Breau,
son of Pierre Breau,
Columbia Plywood

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

The Value of Unions in our Society

Since the beginning of civilisation there has been a division between the elite minority and the middle class. With time this division accentuates, bringing growing inequalities and injustices. To counter this the working class reunited to form a coalition to guarantee their rights at work. This organization was put to the test during the great depression, mobilizing its members to counter the present injustices, ensuring to support the common interests

of the salaried by orchestrating petitions and manifestations and ensuring that employers respect the regulations put in place by government agencies.

Firstly, monopolies took advantage of the circumstances during the great depression to incite its employees to neglect their security at work. During the great depression, work shortage incited employees to tolerate bad conditions to preserve their financial security. This way of proceeding brings an increased injury rate in employees that feel obligated to increase their performance by omitting their own security to increase the production speed. Many employees, dissatisfied with these conditions, met to organize a common platform relating to the members' interests. In brief, this unionization led to the eventual adoption of the norms of working conditions.

Secondly, unions have knowledge and tools necessary to improve the work climate. Among the tools used, unions have access to the expertise of professionals that

supports them with their negotiations, their manifestations techniques to affirm themselves to their employers and their protestations to have the public opinion heard and bring validity to the voice of their members. These tools can be used to ensure equity at work, which is essential for the good operation of the business. Furthermore, these pressures from the majority invites the adoption of new laws that increases the well-being of the employees. In short, thanks to unions, the employer must conform to the requirements of the working class when it comes to health and safety.

Thirdly, the union allows to ensure that the company applies the laws put in place by the government and that the employer conforms to all requirements agreed to in their agreements. The union has close communications with the employees, letting them represent adequately the interests of everyone when establishing the collective agreement. When an employee has a complaint, the union has the necessary knowledge to address the employee's concerns with the

employer, allowing a consensus between the two parties. Furthermore, the union ensures the job security of its members by ensuring that the company follows the appropriate steps before firing someone. Moreover, the union gives tools to an employee victim of a workplace injury, ensuring that he gets an adequate compensation. To conclude, if there were no unions, the employer could impose whatever he wants to his employees, and they wouldn't be able to refuse.

In conclusion, unions are necessary in our society since they have the tools necessary to defend the interests of the workers by ensuring that the employer follows the requirements put forward by the government. The value that brings the union to the society by representing the working class in their demands is immense, allowing a continual reform of the standards for the health and safety at work. We just need to realise that no other organization has had as much influence on the working standards to understand the importance of unions in our society.

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USW

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Andre Lachance

Zone 3:

Terry Kisch
Yvan Néron

Zone 4:

Daniel Grenon
Julie Larochelle

Zone 5:

Roger Beland
Sergio Prazeres

Trustees:

Blair Decorte
Shayne Savor
Martin Roy
Dany Aubin



HEALTH AND SAFETY: YOUR RIGHTS AND RESPONSABILITIES

You have the right to:

- Know about dangers. Your employer must provide information and education about the hazards and dangerous chemicals or materials used in your workplace;

- Participate in making your workplace safe;

- Refuse unsafe work. If you believe the work you do or the equipment you use is not safe, you can refuse to do that work until the situation is fixed. No one can suspend you, fire you or dock your pay. But you must tell your supervisor right away of your concerns.

You have a responsibility to:

- Work safely. Don't take risks, you could injure yourself or another worker;

- Report unsafe conditions. If you see anything that looks wrong, tell your supervisor immediately, don't wait until somebody gets hurt;

- Wear the right safety equipment for the job. Wear your personal protective equipment and/or safety clothing and get trained to use and care for it properly.

Your employer has a responsibility to:

- Provide information and education about health and safety, and take reasonable steps to protect you;

- Advise you of any workplace hazards;

- Prepare and post a written occupational health and safety policy, and the Occupational Health and Safety Act;

- Provide and keep your equipment in good condition, and enforce its proper use.

- Provide training on safe use of machinery, tools, dangerous chemicals or materials.

- Ensure that a joint health and safety committee (workplaces with 20 or more workers) or a health and safety representative (workplaces with six to 19 workers) is established and ensure that it is functional.



A poem about Health and Safety written by Don Merrell

I could have saved a life that day,
But I chose to look the other way.
It wasn't that I didn't care,
I had the time, and I was there.

But I didn't want to seem a fool,
Or argue over a safety rule.
I knew he'd done the job before,
If I spoke up, he might get sore.

The chances didn't seem that bad,
I'd done the same, He knew I had.
So I shook my head and walked on by,
He knew the risks as well as I.

He took the chance, I closed an eye,
And with that act, I let him die.
I could have saved a life that day,
But I chose to look the other way.

Now every time I see his wife,
I'll know, I should have saved his life.
That guilt is something I must bear,
But it isn't something you need to share.

If you see a risk that others take,
That puts their health or life at stake.
The question asked, or thing you say,
Could help them live another day.

If you see a risk and walk away,
Then hope you never have to say,
"I could have saved a life that day,
But I chose to look the other way."