

## PRESIDENT'S CORNER

### LOCAL HOSTED MANY MEETINGS AND TRAININGS IN THE LAST FEW MONTHS

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 Sawmill Wage Conference, the Gathering of Indigenous Steelworkers, some maintenance on the Reesor monument, the H&S Council meeting, the Stewards meeting, and renovations at both the Kapuskasing and Thunder Bay offices. We have done some or started negotiations, but I will let the representatives report on those. Take the time to read our Local's representatives reports.

On May 22nd, the Local's Women of Steel Committee met at our Kapuskasing office. 20 Local 1-2010 Sisters attended the meeting, where they were given training on "Elevating Action Against Gender based Violence", training provided by the District 6. All were very pleased with the presentation given, as they found it to be very informative. As we didn't put any pictures in the last Union Echo, here are some.

On June 12th and 13th we had as many as 34 delegates from the Local's 11 sawmills where we represent members, who attended the Local's Sawmill Wage Conference in preparation for the negotiations that have started already. All of the sawmills of Atikokan, Ignace, Thunder Bay (Dallan), Nakina, White River, Hornepayne, Constance Lake (Lecours), Hearst, Cochrane, Timmins, Chapleau and Gogama, had delegates attending. We also had the privilege of having our District 6 Director and Assistant Director, Brothers Kevon Stewart and Charlie Scibetta, attending the Conference. The day before, Brothers Stewart and Scibetta visited 2

#### Women of Steel Committee meeting, May 22th & 23rd, 2025



Back Row: Melissa Audet, Annette Matte, Janet Daigle, Vicky Leroux-Groleau, Mary-Jane Badajos, Anne Lacroix, Lorei Leigh De Los Reyes (USW District 6 trainer), Gisèle Pintar, April Johnson, Kayla Gallinger, Josée Desrochers, Serena Turner, Naomi Nowlan, Geneviève Duguay

Front Row, Ray-Ann Mikkola, Evelyne Eekels, Julie Larochelle, Jayme Blouin, Janet Prevost, Nathalie Moreau



workplaces (GreenFirst Hearst Sawmill & Columbia Forest Products Plywood Plant). After the Conference, a BBQ was organized for the members to attend, meet and discuss with Brothers Stewart and Scibetta, and have a burger or hot dog at the same time.

#### Sawmill Wage Conference June 12th & 13th, 2025



Brother Charlie Scibetta (District 6 Assistant Director), Brother Kevon Stewart (District 6 Director), Brother Jacques Jean (Local's President), Brother Eric Carroll (Local's 1st Vice-President) and Brother Jason Lacko (Local's 2nd Vice-President)

Jacques Jean... from page 1

Over the summer, there were some touch ups and maintenance to be done at the Reesor monument. Because the painting was done late fall last year, and that while the monument was freshly painted, we had below zero temperature which caused the paint to not stick to the concrete properly. Some of the paint had peeled and the monument had to be partially repainted. Also, the fence had to be redone. Some posts were replaced, and all of the wooden crossers were replaced. Lastly, some brush cutting has been done around the monument by one of our members (Brother Norm Hachez), so people can have a better view of the monument when they are passing by.



On October 2nd & 3rd, 29 delegates, Stewards and a few new members attended the Local's annual Stewards

meeting held in Thunder Bay. During the lunch break, we took the time to go and support OPSEU members on strike at the Confederation College. After lunch, our delegates received training from our own facilitators on Mental Health 101, and a combination of Steward's training and new members orientation course. The whole day was spent in giving the above-mentioned trainings, from which the delegates attending had very positive comments of. They really have appreciated their day in training.

We did some long overdue renovations in the basement at our Kapuskasing office. We will put pictures of the finished work in our next Echo as the

renovations were not completed when this report was presented. The plan is to do the Kapuskasing basement this year, the floors and painting at the Thunder Bay office next year, and back at the Kapuskasing office to do the main floor in 2027. This plan could change, and we could be doing the Thunder Bay office and the Kapuskasing main floor in 2026 finance permitting.

On behalf of the Local 1-2010 Executive Board, I wish you a very Merry Christmas and the best for 2026.

In Solidarity;  
Jacques Jean

### Stewards Meeting, October 2nd & 3rd, 2025



Sister April Johnson, Local's Executive Board member at large Zone 2, facilitating the Stewards training.



Sister Julie Larochelle, Local's Executive Board member at large Zone 4.



New Executive Board Member at Large Zone 1, Brother Neil Richard, being sworn in by our Local's President, Brother Jacques Jean.



Brother Roger Beland, Local's Executive Board member at large Zone 5, facilitating the Stewards training.



Brother Jacques Jean, Local's President



Taking time to support the OPSEU striking members from the Confederation College.





## Health & Safety

On September 18th, 2025, at the Legion in Hearst, 30 Health and Safety Co-Chairs from many different working environments 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

Psychosocial Hazards and Workplace Mental Health. In the afternoon session, Brothers and Sisters gave their reports on Health and Safety issues and concerns from each of their workplace. There was great participation from all Co-Chairs. It was suggested that next year's Health and Safety meeting be

in September in Thunder Bay. Once we confirm the time and place, all Co-Chairs will receive an invitation to attend.

Brother and Sisters, remember, working safely is our right and our obligation. Don't turn a blind eye. Protect one another. If you see a co-worker working in an unsafe

manner, inform them of the situation.

Make Health and Safety your priority.

In Solidarity;  
Eric Carroll  
Health & Safety Director

### Health & Safety meeting September 18th & 19th, 2025



## STANDING STRONG THROUGH THE SOFTWOOD STORM

Brothers and Sisters,

I want to take a moment to update everyone on the ongoing softwood lumber trade dispute and how it continues to affect our forestry-based membership across Northwestern Ontario. Once again, the United States has raised duties on Canadian softwood lumber, putting even more pressure on our mills, contractors, and communities. The Canadian government is actively challenging these unfair trade measures through legal channels, while both Canada and Ontario have announced financial supports aimed at keeping our forest sector working. These

measures help, but they don't erase the uncertainty we're all feeling on the ground.

The recent curtailments across Northern Ontario have been deeply concerning for our members. While a week or two of downtime might not seem catastrophic, the real worry is what lies ahead if this trade dispute drags on without resolution. Will the curtailments grow longer and more frequent? That remains unknown, but what is certain is that we cannot stand by quietly.

Our Local will continue to fight for our members and our industry. We are pressing both

provincial and federal governments to take meaningful action. At the end of November, we will join other forestry Locals in Ottawa to lobby government officials directly, demanding real, lasting solutions to protect forestry jobs and communities across the North.

Together, we are stronger and together, we will make our voices heard.

Our Local represents a strong and proud network of forestry workers, those harvesting, hauling, and operating within the mills. This includes our Domtar woodland contractors: New Gen Harvesting, Ricci

Trucking, Rezneck Diesel Crew, Multi TM, Kiezebrink Logging, Jason Rouillard Logging, The Wood, RPMG Harvesting, Firesteel Contracting, Shuniah Forest Products, Renewable Forest Products, Remar Trucking, and several smaller contractors who keep the fibre moving every day.

We also represent the mobile equipment operators at the Domtar Sawmill and the outside operators at the Thunder Bay Pulp and Paper Mill. These groups are at the core of the fibre flow, from logs to chips to finished product. Therefore, any disruption in export markets has a direct

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impact on all of us.

While all of this continues in the background, I want to highlight the remarkable solidarity shown by our members at Dallan Pulp and the Dallan Sawmill. Over the past six months, these two worksites have stood out as some of the most unified and determined units I've seen in quite some time.

Unfortunately, Dallan Trucking has dissolved, displacing the eight members we had there. However, through the Union's efforts, all those members were successfully transitioned into other agreements and remain part of our union family. Four of the log forwarding positions were absorbed under

the Dallan FW Agreement, while the other four highway hauling positions, hauling chips and lumber, were placed under the Dallan LP Pulp Mill Agreement.

Meanwhile, the ongoing issue surrounding driver facing cameras at Renewable Forest Products and Remar Trucking is nearing resolution. The Union filed a grievance against the company's original camera policy, arguing that it violated both the collective agreement and privacy legislation.

Through strong advocacy and a focus on collaboration rather than confrontation, we've moved toward a joint-policy solution. Together with the

employer, we developed a new camera policy that protects members' privacy, clearly limits data retention and access, defines recording triggers, and removes all audio recording capabilities. This approach secured meaningful, enforceable protections for our members. It's a solid win for safety, accountability, and worker rights.

Turning to Wanson Lumber and Unitized Manufacturing, Thunder Bay has seen a major surge in construction activity this year. Building permits have hit \$123 million in 2025, a 75% increase over last year. This boom has driven higher demand for lumber and truss manufacturing, with local

suppliers ramping up production in line with national growth trends. This positive momentum comes as our Wanson Lumber Inc. agreement approaches expiry early in the new year, good timing for meaningful discussions at the bargaining table.

As we move into the colder months, let's continue to look out for one another and keep our workplaces safe.

Work Safe. Play Safe. Stay United.

In solidarity;  
Jason Lacko

#### **4th National Gathering for Indigenous Steelworkers, July 7th & 8th, 2025**

Local 1-2010 sent 4 delegates, Jason Lacko, Blair DeCorte, Dawson Baxter and Bryan Lands, to attend the National Gathering for Indigenous Steelworkers to Winnipeg Manitoba in July of this year. Under the theme "Growing our circle," the gathering was a place for Indigenous Steelworkers to share their experiences and contribute to the union's ongoing strategy for advancing the rights of Indigenous workers and communities. Growing our circle also signified the USW's commitment to the continued engagement of Indigenous Steelworkers in various workplaces across Turtle Island.



Brothers Blair Decorte (left) and Dawson Baxter (right), pictured with Manitoba Premier Wab Kinew.

Brothers Bryan Lands and Dawson Baxter



Greetings Brothers And Sisters!

I hope everyone had a chance to enjoy the summer and spend time with friends and loved ones. In the next month or so I will be holding membership meetings for each of the units I represent. In June, the Local held its Sawmill Wage Conference in Hearst. Delegates from Domtar Ignace Sawmill, Domtar Atikokan Sawmill and Nakina Lumber Inc were some of those in attendance. The forestry sector is facing serious challenges. Margins were already fairly thin with the countervailing duties. In August the countervailing duties on Canadian lumber rose from an average of 17%. Current rates for most producers now sit at 35%, plus a recently added 10% tariff from the U.S. administration. We have already seen some curtailments in some of the Local's sawmills. Until a trade deal that includes Canadian lumber, there is going to be a lot of uncertainty in the sector.

#### **Domtar Atikokan Sawmill**

The sawmill in Atikokan continues to be a major producer for Domtar. There are plans to add a fourth shift in January if things continue to move forward. New members have also been added in the past year or so and more will be added if the fourth shift becomes a reality. Since the summer edition of the bulletin an additional 10 members have been added. Neil

Richard, the steward at the Atikokan sawmill, is now a part of the Executive Board for the Local. Neil will now be a part of the decision making for the entire Local. Neil also attended the Local's sawmill wage conference in Hearst in June. I have a membership meeting planned for the sawmill in October.

#### **Domtar Ignace Sawmill**

The Ignace mill continues to run with one shift. Maybe at some point the company will decide to add another shift, time will tell. Other than that, the mill continues to produce well for its size. The company is planning on investing \$600,000 in the expansion of the water inlet to the fire suppression for the sawmill. This is welcomed news for the mill considering what has happened this year. Any new investment is good news. Other than that, things are moving forward considering the situation. I have a membership meeting planned for October.

#### **Dallan Atikokan & Dallan Ignace**

The Dallan operations in Atikokan continue to be busy and have added additional members. There are now an additional 10 members or so since my last report. For the most part, as the sawmill expands its operations Dallan probably will as well. All of that is positive news for everyone. With the potential to add a fourth shift at the mill, Dallan may add additional members

to support that shift. In other news, I have posted for a new steward at Dallan Atikokan. The former steward Cory Peterson has resigned as steward after many years. Thank you for stepping up, Cory!

The Dallan Ignace operations continue to support the needs at the Ignace sawmill. The operators continue to make the best of a not-so-great situation after the mill went down to one shift. Half of the operators are still laid off since January. Hopefully at some point the mill adds the second shift back. That in turn would potentially bring back additional Dallan operators. Gary Lindal, the steward for Dallan Ignace, attended the Local's sawmill wage conference in June. I have membership meetings planned for both units in October and November.

#### **Nakina Lumber Inc**

The Nakina mill continues to produce good lumber at a high rate. Staffing challenges and absenteeism are still problematic, as is the same with many workplaces. Sister Candace Koenders has joined the H&S Committee and Grievance Committee, thank you for stepping up Candace! The company has set up a new camp for members that live outside of Nakina and Geraldton. There has been some growing pains with that but things seem to be improving. I have membership meetings planned for the

Nakina Lumber members in October.

#### **Gateway Casino**

The members of the Thunder Bay Gateway Casino are settling into their newly ratified 3-year agreement. There is also new language that supports a grievance committee. Shayne Savor is the steward at the casino. The new grievance committee is comprised of Mike DiTomaso, Scott Baker, Chris Boire, Ray-Ann Mikkola, April Johnson and Craig Portelance. Thank you everyone for your involvement. A recent fire outside of the casino caused quite a stir recently. Someone who was caught lit a car on fire outside of the casino. The car was there to be given away in a draw at the casino. Luckily no one was injured, but some damage was caused to the outside of the building.

In June the clerical unit at the casino ratified a new 3-year deal. The new agreement entails increases that total 18% over the term, and 9% in the first year. There were also other improvements, essentially similar to what the floor unit achieved.

With the Christmas season approaching, I wish you all a very Merry Christmas and Happy Holidays. Please don't drink and drive, and take care of yourselves.

In Solidarity;  
Wesley Ridler







## KAP PAPER MILL FACES FINANCIAL CHALLENGES

### NEW AGREEMENT FOR NORTH COCHRANE ADDICTION SERVICES

Brothers and Sisters, I hope you all had a great summer. Since our last Union Echo edition, we've been busy in arbitration, dealing with grievances, negotiations and holding membership meetings.

#### North Cochrane Addiction Services

On September 28th, 2025, our members working for North Cochrane Addiction Services ratified a new 4-year Collective Agreement. This 4-year agreement brings a 4.5% to 6% wage increase over the term of the agreement with a \$2,000.00 signing bonus for active full-time employees and \$1,000.00 for casual and temporary employees. An increase in the meal allowance for when away from residence due to agency business, an additional vacation day per year of service to a maximum of 5 additional days for

employees with 20 years plus 1 day of completed services for the agency, a 11% of their base salary pay in lieu for vacation and all benefits for temporary and casual employees, a 7% of their base salary in lieu of the Welfare plan for Permanent part-time employees, summer hours starting June 21st to the following Friday after the long weekend of September instead of July to the long weekend of September, a \$500.00 per year coverage for all paramedical expenses, Long Term benefits paid at 100% by the employer, and language clarifying the various employee status. (Permanent Full-Time employees, Permanent Part-Time employees, Temporary employees, and Casual employees)

**Rockshield EWP in Cochrane**  
Members working at the

Rockshield EWP plywood plant in Cochrane are still laid off since March of 2025. After damage to the green end of the mill caused by the major fire that took place in August 2024, the company attempted to operate only the dry end of the mill. But because of many factors and challenges, the Company decided to shut the plant down. At the time of this report, not much information has been given to the Local about the future of the mill. The employees and the community are hopeful that the plant will start back up in 2026. Rockshield is one of the largest employer in Cochrane.

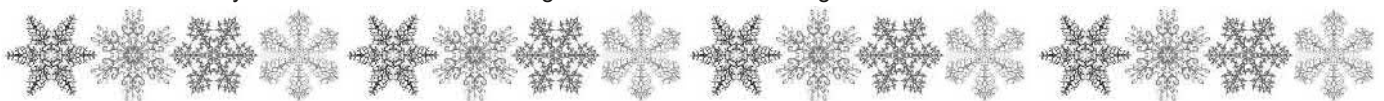
#### KAP PAPER MILL in Kapuskasing

On September 29th, 2025, without any previous warning from the company, members working for KAP PAPER were informed that the paper mill was being idled effective

immediately and that everyone was laid off indefinitely. Fortunately, with the announcement of strong backing from both levels of government to protect good jobs, stabilizing the Northern Ontario Forestry sector, and securing a long-term future for Kapuskasing mill, the mill started back up on October 20th, 2025. KAP PAPER plans to continue working closely with both levels of government, union partners, First Nations and municipal leaders to finalize details of the modernization plan. The plan is to secure the mill's long-term competitiveness.

Wishing everyone Happy Holidays. Be kind to one another. Stay safe.

In Solidarity;  
Eric Carroll



## SOME NEGOTIATIONS STARTED, MANY MORE TO COME

Hi everyone, I would like to take this opportunity to wish you and your loved ones a Merry Christmas and a Happy New Year. May the year ahead bring you continued health, joy, and success.

As you probably already know, we will be very busy in the coming months and throughout next year with negotiations, as all Collective Agreements are either already due or set to expire soon.

I would like to take this opportunity to welcome a new unit from Le Centre Partenaire de l'Emploi to the Local. They will soon be negotiating their first Collective Agreement.

We held our Woodlands Wage Conference in Thunder Bay on April 24th and our Sawmill Wage Conference in Hearst on June 12th. This year, we also provided Health and Safety training in Hearst on September 18th and 19th, as well as Stewards training in

Thunder Bay on October 2nd and 3rd. In addition, a Women's Meeting was held in Kapuskasing on May 22nd and 23rd. All of these trainings and meetings were a great success.

#### Regarding the negotiations

##### GreenFirst sawmill

We were in negotiations with GreenFirst Sawmill during the week of October 6th to 10th. As no agreement was reached, we have scheduled

additional dates in November. Hopefully, by the time the Echo comes out, we will have an agreement in place.

##### Lecours Lumber Woods

We will be entering negotiations with Lecours Lumber Woodland at the end of November. I will provide more details in the next Echo.

##### NFMC

We will be in negotiations with NFMC at the beginning of November. More information

Guy Veilleux... from page 3

will be shared in the next Echo.

As for the remaining units due for negotiation, no dates have been confirmed yet.

Unfortunately, winter is inevitably on its way. Please be careful when driving on

winter roads, as they can be very slippery and not always well maintained. Make sure your vehicle is properly equipped with winter tires and in good condition for the rough months ahead.

It's also important to keep an emergency kit in your vehicle,

including items such as a flashlight, booster cables, a shovel, extra warm clothing, and blankets. Being prepared can make a big difference if you find yourself stuck or delayed during harsh weather conditions.

My siblings, I would once

again like to take this opportunity to wish you and your families 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 Mylie Grandmont and Miguel Breau. Congratulations to both! Below are their winning essays.**



Mylie Grandmont,  
daughter of Luc Grandmont,  
GreenFirst Hearst  
Woodlands

### **The Value of Unions in our Society**

Unions have long played a critical role in shaping modern labor standards, protecting workers' rights, and ensuring a more equitable society. Though the landscape of work continues to change in the 21st century, the value of unions remains significant. From securing fair wages and safer working conditions to giving workers a collective voice and reducing inequality, unions continue to be a cornerstone of a just and democratic society. As a young woman preparing

myself for the workplace, some points like reducing inequality and fair wages are a very important factors to look forward to.

At their core, labor unions are organizations formed by workers to advocate for their collective interests. Historically, the labor movement was born out of necessity when workers, including children, were subjected to harsh and dangerous working conditions, extremely low pay, and long hours. Wanting to become a nurse, the idea of protection and having a safe workplace is important for me knowing that health is evolving quickly. I know that many people paid the price before the union can be what it is today, but I assure you that I don't take for granted what they did. Thanks to them we gain so much, like eight-hour workday, weekends, workplace safety regulations and the minimum wage. These victories have benefited not just union members but the broader workforce by setting industry-wide standards.

Unions give workers a powerful collective voice that individuals often lack in the face of large and powerful employers. Through collective bargaining, unions negotiate wages, benefits and working conditions on behalf of their members. This ensures that workers receive a fairer share of the value they help create. Numerous studies have shown that unionized workers earn higher wages on average than their non-union counterparts, even when controlling for education, occupation, and experience. Moreover, unions often provide better job security and access to healthcare and retirement benefits, which contributes to overall social stability.

Beyond workplace benefits, unions play a vital role in reducing economic inequality. It's sad to see that in some countries union membership has declined in many countries and is becoming less popular over the past few decades, which led to a rise of income inequality. When unions are strong, they help to narrow the wage gap not just

within individual companies but across entire sectors and economies. They push back against exploitative practices and advocate for policies that benefit low- and middle-income workers, such as increased minimum wages, paid family leave, and stronger social safety nets. As work becomes more fragmented and precarious, the need for collective representation is more important than ever. People need to understand that one can make a difference but as a group we are stronger and more powerful.

In conclusion, unions remain a vital force for justice and equity in our society. They protect workers' rights, improve living standards, promote economic fairness, and strengthen democracy. As we navigate a rapidly changing world of work, preserving and adapting the union tradition is not just beneficial, it is essential.

This newsletter is  
published by:

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### **Executive Board**

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Jacques Jean

#### **1st Vice-President**

Eric Carroll

#### **2nd Vice-President**

Jason Lacko

#### **Financial Secr.:**

Guy Veilleux

#### **Recording Secr.:**

Wesley Ridler

#### **Conductor:**

Eric Morissette

#### **Warden:**

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#### **Executive at large:**

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#### **Zone 2:**

April Johnson  
Andre Lachance

#### **Zone 3:**

Terry Kisch  
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#### **Zone 4:**

Daniel Grenon  
Julie Larochelle

#### **Zone 5:**

Roger Beland  
Sergio Prazeres

#### **Trustees:**

Blair Decorte  
Shayne Savor  
Martin Roy  
Pierre Breau

UNITED STEELWORKERS  
**USW**  
MÉTALLOS  
**LOCAL 1-2010**



Miguel Breau,  
son of Pierre Breau,  
Columbia Plywood

## **The Value of Unions in our Society**

As individuals, we may be grasped with a profound sense of powerlessness, being forced to play the hand we're dealt, with outside influence often further confining our choices. Nevertheless, throughout history, solidarity has strengthened the masses, bringing forth reforms and shaping our future. Unions draw from this collective strength, driving legislative changes, negotiating with corporations and supporting their respective communities.

History offers numerous examples of Canada unions bringing forth legislative change, redefining the status quo in terms of health, safety, equity and compensation. When many leaders were arrested following the Toronto Typographical Union's strike, public outcry fueled conversation surrounding labour reforms. This led to the Trade Union Act of 1872, legalising trade unions around Canada. Furthermore, the

Canadian Labour Congress was created in 1956, serving as a united front for unions, advocating for rights such as minimum wage, overtime pay, occupational health and safety and parental leave among others. Finally, due to escalating conflicts between unions from the public sector and the government, the supreme court attested that collective bargaining is protected by the Canadian constitution in 2007, reversing previous case rulings.

Negotiation on behalf of employees remains a core function of unions, utilising different tools to bring forth justice and equity in the workplace. During the Winnipeg General Strike, nearly thirty thousand workers walked the streets of Winnipeg, requiring government intervention to subdue the event. This powerful stance had been manifested due to a shift in public sentiment surrounding working conditions after the first world war, ultimately forging a sense of camaraderie between workers from different sectors and aiding the normalisation of the socialist schools of thought. Moreover, unions negotiate for employees during the revisions of the collective agreements, debating crucial topics such as committees, health and safety, fair payment, job security and proper working conditions. In sum, these tools allow unions to adequately represent the interest of the masses, influencing employer decisions.

Unions play a part in shaping

the institution's work culture, contributing to team morale, team cohesion while actively engaging with the community at large. Having a union present at work offers a solution to the problems originating from hierarchization, allowing for more efficient communication between the employees and the different members of the organisation. Furthermore, this mediation ensures that any actions taken are just and equitable, limiting the chances of biases and unethical practices. In addition, unions will often host events or public meetings, fostering a sense of belonging among colleagues and allowing any inquiries to be addressed by a representative. Lastly, unions may collaborate with the community through sponsorships, organised discussion panels, information sessions, scholarships and other events to further strengthen their ties with the population, making an impact at large.

In conclusion, unions are essential for the functioning of our modern Canadian society, contributing in legislation, allowing negotiation from equal footing and fostering growth in its respective communities. As such, remaining informed about ongoing negotiations and contributing to discussions surrounding relevant topics constitutes the best way to support your union, fueling them on collectivism.

**Happy  
Holidays**

*from the  
Executive Board  
and staff of your Local*