

USW@Work



VICTORY for Mexican Workers

USW@Work
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On the cover: Napoleon Gomez, President of the Mexican mining union Los Mineros, addresses Mexican Congress as a newly inducted Senator upon his return from exile in Canada.

Photo courtesy of Los Mineros

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A Real, Unwavering Commitment

From the day I joined the United Steelworkers, as a teenaged labourer at the Ipsco steel mill in my home province of Saskatchewan, I have always been tremendously proud of my union.

I've rarely been more proud to be a Steelworker and more humbled to represent our union's members than when I witnessed first-hand the incredible events that unfolded in Mexico City on August 29 this year.

It was a great honour to be part of the USW delegation – along with District 3 Director Stephen Hunt and District 5 Director Alain Croteau – that accompanied Los Mineros President Napoleon Gomez on his triumphant return to Mexico after 12 years in exile in Canada.

In the years leading to this moment, Steelworkers and our labour allies across the world steadfastly supported Napoleon and thousands of Los Mineros members who risked their lives by demanding basic human rights – freedom of expression, the right to join a real union, the right to safe workplaces, decent wages and working conditions and to be free from threats and violence.

In 2006, Steelworkers helped Napoleon escape persecution and bogus charges cooked up by corrupt government and corporate authorities in Mexico. The breaking point for authorities was

ment to International Solidarity

Napoleon's public condemnation of the preventable deaths of 65 workers at Grupo Mexico's Pasta de Conchos mine as "industrial homicide."

For 12 years, Steelworkers supported Napoleon as he continued to lead his union in exile, from his base at the USW District 3 office in Burnaby, B.C.

Steelworkers supported Los Mineros members in their courageous struggles against repression, violence and murders, from the 2006 shooting deaths of two strikers at the Lazaro Cardenas steel mill to the assassinations of three workers outside Torex Gold operations in 2017 and 2018.

With our international allies including Unite the Union and the labour federation IndustriALL, Steelworkers supported Napoleon in his successful fight for dismissal of all charges brought against him in Mexico.

Steelworkers and our allies in dozens of countries lobbied relentlessly – and successfully – for the release from prison in 2011 of Los Mineros leader Juan Linares, who was jailed in horrendous conditions for over two years on false charges.

So it was no surprise that Steelworkers were special guests on August 29 when Napoleon returned to Mexico City not only as Los Mineros' leader, but also to be sworn in as a Senator in the newly elected government of President Andres Manuel Lopez Obrador and his pro-worker Morena Party.

It was awe-inspiring to be in the middle of a massive celebration at the Monument to the Revolution, engulfed by the victorious solidarity chants of thousands of Los Mineros members in their bright red and yellow T-shirts. I can admit I was overcome by the raw emotion of the moment, built up over years of struggle, sacrifice and tragedy, now giving way to hope for a better future for Mexico's working people.

This historic event reminds us, as Steelworkers, that we can be proud of the many achievements of our union's commitment to international labour solidarity. It is a commitment that is real, that is meaningful and that is unwavering.

In solidarity,

Ken Neumann
National Director

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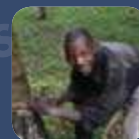
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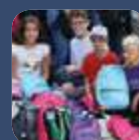




Photo: Steve Dietz

THOUSANDS OF CANADIAN families were shocked in October to learn they were left in the lurch by Liberal government concessions to the United States on a renegotiated North American Free Trade Agreement.

The Liberals agreed to a new NAFTA deal even though the Trump administration maintained illegal tariffs on Canadian steel and aluminum that have threatened thousands of Canadian jobs.

Trump acknowledged he was using the tariffs as leverage to get a NAFTA deal with Canada. But even when Trump got the deal he wanted, the Liberals did not insist that the tariffs be lifted.

“Time and time again during the NAFTA renegotiations, the Liberal government assured Canadians that it was defending our steel and aluminum sectors and the livelihoods of tens of thousands of Canadian families,” USW National Director Ken Neumann said when the NAFTA deal was disclosed.

“Given the Liberal government’s rhetoric, Canadians expected an agreement on NAFTA would result in the U.S. lifting the bogus ‘national-security’ tariffs. Instead, Canadian workers are being sacrificed along with all the other concessions made by the Liberal government in this deal,” Neumann said.

Once the renegotiated NAFTA details emerged in October, USW leaders, members and our allies demanded that the Liberal government take a hard line against U.S. tariffs or potential

From NAFTA to TPP to CETA, Liberals’ trade deals make things worse for Canadians.

quotas on Canadian steel and aluminum.

“The United Steelworkers on both sides of the border continue to insist that U.S. quotas are unacceptable and the current steel and aluminum tariffs must be lifted immediately,” Neumann said.

As of the time of this writing, the Liberal government had not made any such commitment.

NAFTA to USMCA A Bad Deal Gets Worse

At the outset of the NAFTA renegotiations, the Liberals boasted their “progressive trade agenda” would bring a better deal for Canadians, including new “priorities” ranging from women’s rights to Indigenous rights to stronger environmental standards.

However, the Liberals quickly abandoned their ‘progressive’ vision.

“Rather than give-and-take negotiations to improve Canada’s trading position with the U.S., the Liberals made concession after concession, until the Trump administration got the deal it wanted. In the end, the new deal is worse for Canada than the old NAFTA,” Neumann said.

“So much for the ‘win-win-win’ deal promised by this government.”

The Liberals’ concessions in the new NAFTA, now renamed the United States-Mexico-Canada Agreement (USMCA), include:

Supply management: Prime Minister Justin Trudeau promised Canadian farmers he would defend them in the NAFTA talks. Instead, Liberal concessions will harm Canadian producers and workers in five agricultural sectors.

Canada’s dairy market will be opened to more American products, while Canadian exports will be restricted.

The Liberals’ concessions will also affect Canadian farmers in four other sectors that will be subjected to more American imports – chicken, turkey, egg, and broiler hatching eggs and chicks.

The Liberals plan to spend billions of taxpayers’ dollars to compensate affected farmers, though the harm to Canadians will endure long after short-term compensation expires.

Higher drug costs: Prescription drug costs in Canada will increase by hundreds of millions of dollars due to the Liberals’ concession on U.S. demands on drug patents benefiting pharmaceutical companies. This concession also will make it more expensive to implement a universal pharmacare program in Canada.

Buy America: While American producers gain greater access to Canadian markets, the Liberals abandoned their key objective to undo Buy America rules on government procurement. The Liberals’ failure means Canadian companies – particularly small- and medium-sized businesses – will be blocked from selling their goods and services to the U.S.

Surrendering sovereignty:

The Liberals conceded to U.S. demands for new provisions that compromise Canadian sovereignty on trade negotiations with “non-market” countries, such as China. Canada will be forced to inform the U.S. about any intent to pursue such negotiations and divulge the text of any agreement to the U.S. – in advance. If the U.S. objects to such an agreement, it can eject Canada from the USMCA, which would then become a bilateral U.S.-Mexico deal.

The Liberals’ concession bargaining in the new USMCA adds to a failed record on international trade agreements.

In September, the Liberals introduced legislation to ram through the 11-country Trans-Pacific Partnership (CPTPP) – a trade deal projected to kill 58,000 middle-class Canadian jobs in the steel, auto, skilled trades and supply-management sectors.

Last year the Liberals implemented the Canada-European Union Comprehensive Economic and Trade Agreement, which has resulted in a flood of imports from CETA countries into Canada, while Canadian exports to these countries have decreased.

The Liberals’ bluster on “progressive trade” is betrayed by its continual support for corporate trade agreements that erode Canada’s manufacturing base, kill good jobs, drive down wages, increase inequality and worsen environmental challenges. ■



Leo Gerard Park Commemorates Workers Killed on the Job

STEELWORKERS Local 6500 in Sudbury sponsored a ceremony on Sept. 10 to commemorate workers who have died from occupational disease. Supporters and families of deceased workers were on hand as the names of 35 workers were added to plaques at Leo Gerard Workers' Memorial Park.

The deceased workers' names

is named in honour of USW International President Leo W. Gerard, a Sudbury native. Gerard and USW Local 6500 President Nick Larochelle were among the speakers at the September ceremony.

"Every year in Canada, an average of 1,000 workers are killed on the job or die of workplace-related disease,"

It is our duty to honour the memories of these men and women and to fight for safer workplaces and greater enforcement of our laws.

were added to a permanent display at the park, alongside those of scores of other Sudbury-area workers killed on the job and who were recognized in previous commemoration ceremonies. The park, created in 2011,

Larochelle said. "It is our duty to honour the memories of these men and women and to fight for safer workplaces, greater enforcement of our laws and true accountability for employers responsible for workplace deaths and injuries." ■

NDP LEADER JAGMEET SINGH is known for his optimism.

Optimism is a key quality Jagmeet brings to his campaign for a seat in the House of Commons in the Vancouver riding of Burnaby South. The issues in Burnaby reflect the larger themes many Canadians care about.

"The Liberals admit there's a housing crisis but have delayed 90% of their funding until after the next election," said Jagmeet. "That's like calling 911 because there's a fire and being told a fire extinguisher is in the mail."

That's like calling 911 fire and being told a fire extinguisher is in the mail.

Winning a seat in the House of Commons will help Jagmeet and the NDP put pressure on the government. At press time, the date of the byelection had not been set.

"We are committed to fighting for NAFTA and fair trade that doesn't leave working people behind," said Jagmeet, at the NDP caucus retreat before the return of Parliament.

Jagmeet, a criminal defence lawyer by profession, won the Brampton riding of Bramalea-Gore-Malton for the NDP in the 2011 provincial election, a first-time NDP win in that riding. In the 2018 provincial election, three of five Brampton seats elected NDP MPPs.

Optimism Drives NDP Leader

Jagmeet built his career around tackling inequality. He credits his mum for instilling in him the idea that if we lift up the people around us, we all rise. "That affected the choices I made as a kid, as a lawyer and as a leader. It drives me every day," Jagmeet said at the NDP's February convention.

With a year to go until the next election, Steelworkers are counting on Jagmeet and the NDP to remind voters of the litany of broken and empty Liberal promises.

Justin Trudeau turned his back on electoral reform. The

*'1 because there's a
fire extinguisher is*

Liberals have done nothing to end the unfairness of pension theft. Trudeau and the Liberals have shown they are too ready to weaken workers' rights in job-killing trade deals. On poverty, their strategy offers no new investment.

"We're more committed than ever to standing up for people who are struggling to get ahead – and who feel betrayed by a Liberal government that hasn't delivered on its promises," said Jagmeet.

"Canadians need a government that doesn't just steal ideas from the NDP for campaign promises, but puts concrete solutions in place that will make life more affordable." ■





Triumphant Return

Napoleon Gomez's 12-year exile ends with historic victory.

WITH HIS GREATEST ALLIES – United Steelworkers – by his side, Mexican labour leader Napoleon Gomez has triumphantly returned to his country, ending a 12-year exile in Canada.

Gomez, President of Los Mineros (Mexico's National Union of Mine, Metal, Steel and Allied Workers) has been elected a Senator in the new government of President Andres Manuel Lopez Obrador and his pro-worker Morena Party.

USW leaders, including Canadian Director Ken Neumann, District 3 Director Stephen Hunt, District 5 Director Alain Croteau and International Vice-President Tom Conway were among special guests at the swearing-in

All Steelworkers can be proud that, for the last 12 years, our union supported Napoleon and Los Mineros.

ceremony in Mexico City on Aug. 29.

"We are so very proud to accompany Napoleon and his wife Oralia back to Mexico for the first time in 12 years," Neumann said following the ceremony.

"It is an honour to witness Napoleon being elected as a Senator. This truly is proof that international solidarity works.

It is proof that we can stand up to the multinationals and anti-labour governments that want to eliminate trade unions and take away workers' rights," he said.

The historic scene that unfolded in Mexico City began with thousands of Los Mineros members gathering at the Monument to the Revolution, then marching to



charges against Gomez after he denounced as “industrial homicide” the death of 65 miners at Grupo Mexico’s Pasta de Conchos mine.

Initially, USW activists helped bring Gomez and his family to the U.S. However, fearing the prospect of deportation by the administration of then-U.S. President George W. Bush, Steelworkers helped the family make its way to Canada.

Over the following 12 years, working out of the USW District 3 offices in Burnaby, B.C., Gomez continued to lead his union in exile, helping Los Mineros members negotiate the best contracts in their industries.

All the while, Gomez and Los Mineros fought the trumped-up charges and accusations levelled against him by Mexican authorities. One by one, Mexican courts rejected those bogus charges, with the final charge dismissed in 2014.

Still, given rampant corruption and anti-union violence in Mexico, threats against Gomez prevented his return until the election in July of the Obrador government.

As a Senator, Gomez has pledged to fight for massive democratic reforms, including labour laws entrenching meaningful workers’ rights and eliminating pervasive “illegitimate collective bargaining agreements” concocted in back-room deals between corporations and corrupt “yellow” unions.

“We have to work hard to restore workers’ rights, which have been bulldozed by corrupt corporations, businesses and governments, undermining both our freedom of association and our democracy,” Gomez said.

“We are looking to make real changes that will help to build a future in which the wellbeing of the working class is ensured.”

Steelworkers and our allies around the world will be there to support Gomez and Los Mineros as they confront the challenges that lie ahead.

“To be able to represent the Steelworkers and celebrate this historic event alongside Napoleon and Los Mineros members is one of the proudest moments of my career,” Neumann said.

“All Steelworkers can be proud that, for the last 12 years, our union supported Napoleon and Los Mineros members to make sure that their union remained strong and continued to be a powerful voice for Mexican workers,” he said.

“The fight of Napoleon Gomez and Los Mineros is a critical struggle for workers in North America and around the world,” USW International President Leo W. Gerard said.

“With Napoleon in the Senate, Mexico’s new government is poised to overcome decades of corruption and corporate domination and make real improvements to the rights and living standards of Mexican workers,” Gerard said. ■

the Congress of the Union.

The Los Mineros members, who repeatedly re-elected Gomez as their union president throughout his exile, formed a human chain outside the Congress and sustained raucous solidarity chants during and following the ceremony.

The extraordinary moment marked another chapter in the incredible struggle waged by Gomez, Los Mineros and their allies for workers’ rights and social justice in Mexico.

In 2006, Gomez and his family were forced to flee persecution and likely imprisonment in Mexico. Mexican government officials brought criminal

Recalling Westray

Memoir of Trauma

IN THE FIRST FEW DAYS after the 1992 Westray Mine explosion, Westray miner and rescue team member Vern Theriault had the grim task of transporting bodies to the surface, but only after dark so that the dead miners would not be a spectacle for the media and others gathered at the site, including family members of the 26 who perished.

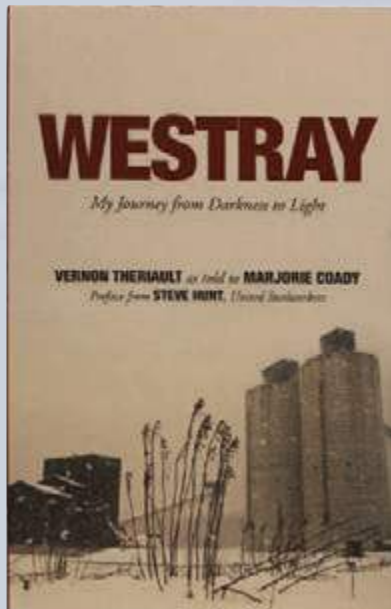
Twenty-six years after telling his story of post-traumatic stress on every anniversary of the disaster, Vern Theriault has written it all down in *Westray, My Journey from Darkness to Light*. The book recalls the lead-up to and the aftermath of an event that forever changed Vern and the way the law is expected to treat workplace fatalities.

Stop the Killing. Enforce the Law.

Often with Vern's participation, USW continues the Stop the Killing, Enforce the Law campaign to get better enforcement of what we call the Westray Law – Criminal Code amendments intended to hold companies criminally accountable for workplace death and injury.

The campaign, endorsed by municipalities across Canada, and acknowledged by federal,

provincial and territorial justice ministers, is making baby steps but, as long as employers are still getting away with fines, the fight has to continue, say USW leaders.



“Every time a province elects a new government or a government appoints a new attorney-general, we must re-educate them on the need for training, protocols and the obligation to investigate workplace fatalities first as crime scenes before turning them over to ministries of labour and other regulators,” said USW National Director Ken Neumann.

In a memo earlier this year, District 3 Director Stephen Hunt noted some recent guilty verdicts against negligent employers. One was against

Detour Gold, an Ontario mining company that failed to properly train a worker who died of acute cyanide poisoning. In Stave Lake, B.C., a company was found guilty of negligence after a 22-year-old worker who received no formal training was killed when the mine dump truck she had been operating rolled and crushed her to death.

In Quebec, a jail sentence of 18 months for manslaughter was recently handed down to a contractor after a worker was killed by the collapse of a trench he was in while working on a sewer line.

Each case sets a new bar for others. Steelworkers will build on these cases to ensure training for prosecutors in every province and territory. Without pressure from USW members across Canada, we know that workplace deaths will not get the law enforcement attention they deserve and Crown prosecutors will continue to dispatch cases.

Progress is being made with protocols on dealing with workplace incidents in several provinces. In Newfoundland and Labrador, the Royal Newfoundland Constabulary's new involvement in investigating workplace deaths or serious injuries is said to mark a “significant difference” that

could land employers and supervisors in jail if a workplace is found to be unsafe.

In an expression of national cooperation, the Calgary Police Service is working with the Constabulary so that the force will now start criminal investigations at the site of every incident, rather than securing the scene and handing things over to Occupational Health and Safety.

“We think we do have the responsibility to make sure we do the right thing here with regards to the Criminal Code,” says Constabulary Chief Joe Boland. “So we’re going to shift to make sure if there is criminal negligence involved, that we lay the appropriate charges.

“We’ll also work with Occupational Health and Safety. They will run a parallel investigation with us but we will no longer just turn the investigation immediately over to them.”

Meanwhile, the federal Department of Justice is preparing a fact sheet on criminal investigations, which should be available later this year.

With his Westray memories and his story now out for everyone to read, Vern Theriault would certainly approve of these developments. ■

www.StopTheKilling.ca

On the way to the first crossover, I can remember thinking to myself, this is what hell looks like.

– Vernon Theriault



From left to right, members of the committee representing pensioners of former Cliffs Natural Resources operations on Quebec's North Shore: Jean-Claude Pinet and his wife Lisette Lepage; Gordon St-Gelais and his wife Kathleen Bond; Sandra Lévesque, support staff, Steelworkers North Shore office; lawyer of record Daniel Boudreault; Steelworkers North Shore Area Co-ordinator Nicolas Lapierre.

Relief for Pensioners

USW wins settlement for Cliffs Natural Resources pensioners, workers.

AFTER YEARS of relentless struggle, pensioners and former unionized employees of Cliffs Natural Resources in Quebec and Labrador are recovering 60% of a shortfall in their pension funds.

The pensioners and workers who were represented by the USW will recover \$18 million of a \$28-million pension shortfall, according to a settlement reached during the

Cliffs' bankruptcy protection proceedings. Pensioners will also share a \$10.9-million payment to compensate for the loss of their health benefits.

"The Steelworkers never threw in the towel. Now that this settlement has been confirmed, pensioners and former workers can reap the benefits," said Nicolas Lapierre, Steelworkers' Area Coordinator for Quebec's North Shore region.

When Cliffs filed for creditor protection, its pension fund shortfall resulted in pension cuts of 21% to 25% for 1,700 pensioners and former workers.

The Steelworkers' campaign

included a class-action lawsuit against Cliffs' parent company in the United States on behalf of the pensioners and former employees.

While recognizing the campaign's success, Lapierre noted the urgent need to reform federal legislation to better protect workers' pensions and benefits in corporate bankruptcy and insolvency cases.

The USW has supported two opposition private members' bills introduced in the House of Commons calling for such reforms. The Liberal government has not made a commitment to adopt either of those bills. ■

Landmark Reform

Quebec bans two-tier pensions, benefits.

YEARS OF LABOUR ACTIVISM have led to landmark legislative reforms that prohibit employers from

imposing two-tier pension and benefit plans in Quebec workplaces.

Through numerous strikes and lockouts and relentless public advocacy, Quebec Steelworkers led the campaign for a ban on two-tier pensions and benefits in collective agreements.

The new legislation, introduced in June, also prohibits wage disparity and other discrimination against young workers who are hired through temporary recruitment agencies or who fall under other types of employment status. ■

We Deserve Better!

STEELWORKERS ensured working people were heard during this fall's Quebec election campaign, joining a coalition of six trade unions that ran a public-awareness campaign under the theme We Deserve Better.

The campaign exposed the anti-worker policies of the two front-running parties – the Coalition Avenir Québec and the Quebec Liberal Party – as two sides of the same coin. It focused on 15 ridings where progressive candidates had the best chance of getting elected, but also drew interest across the province.

“The campaign was a success, in that a majority of Quebecers saw it and agreed that trade unions should be part of the public debate,” said Steelworkers’ Quebec Director Alain Croteau. “Looking forward, we will continue our activism to shape public policy in the interests of our members and all workers.” ■

Standing Strong in Bécancour

LOCKED OUT BY aluminum giants Alcoa and Rio Tinto for 10 months, 1,030 Steelworkers’ families in Bécancour, Que., maintain incredible solidarity.

The members of USW Local 9700 were locked out of their jobs at the ABI aluminum smelter on Jan. 11, even though the union believed a resolution of key outstanding issues – seniority rights and pension funding – was achievable. ABI is co-owned by Alcoa and Rio Tinto.

However, after the Quebec government appointed a special mediator – former Premier Lucien Bouchard – the company made new demands for concessions, including workforce cuts and an increase in contracting out.

The locked-out workers made their voices heard during the recent Quebec election campaign, challenging party leaders and candidates to stand up for working families. They

also stepped up an international campaign against Alcoa and Rio Tinto.

In September, a Steelworkers’ delegation including Quebec Director Alain Croteau, his assistant Dominic Lemieux and USW International Vice-President Tom Conway met with Alcoa executives in Pittsburgh, along with mediator Bouchard. The meeting led to a commitment by the parties to resume negotiations.

USW locals are encouraged to support the locked-out ABI workers. Cheques should be made payable to “MÉTALLOS SL 9700 F.D.P.” and can be mailed to:

Syndicat des Métallos, SL 9700
8310, rue Desormeaux
Bécancour, QC G9H 2X2
ATTENTION: Éric Moore,
Financial Secretary ■

Labrador to Liberia *Sharing Safety*

ADAM NICHOLS was stoked to be asked to go to Liberia in western Africa with a Steelworkers Humanity Fund delegation in 2016. USW District 6 asked Local 5795 if one of their health and safety reps at IOC in Labrador City would join the delegation and Adam got the go-ahead.

The November trip included evaluating a Humanity Fund and Camp for Peace project in vocational training. While touring a Firestone rubber plantation with the local union, the Agricultural, Agro-Processing and Industrial Workers Union of Liberia (AAIWUL), Adam had an “a-ha” moment that led to a health and safety project to protect the eyesight of rubber tappers.

During the plantation tour, the delegation got to see how rubber tappers worked – how they trimmed a tree, how they carried buckets and how chemicals were used to get the latex from the trees to congeal more quickly.

Back at the AAIWUL union office, talk turned to concerns including common injuries. When the tappers first start work on a new set of trees, they slice into the trees and while looking up, contaminated bark debris can fall into their eyes.

In too many cases, this led to a loss of eyesight in one or both eyes and the risk of loss of livelihood for that worker and their family.



USW 5795's Adam Nichols with AAIWUL members at the union office in Liberia, displaying laminated instruction cards for eye-wash kits.

Adam's health and safety instincts kicked in. “Don't you have any emergency eye-wash?” If only the workers could rinse out their eyes right away with clean water.

The company was providing protective glasses, but they were prone to scratches and fogging, so the workers weren't using them.

Adam wondered whether mesh goggles, such as those used by loggers in Canada – might help. Back at the hotel, he found an example online and showed it to Humanity Fund Executive Director Doug Olthuis.

Could the solutions be that simple? Not really.

In Canadian workplaces, fresh water eye-wash stations, in proximity to areas where chemicals are used, are commonplace.

On the vast rubber plantations in Liberia, however, not only do workers lack a culture of health and safety, the company is reluctant to free up the resources to buy equipment. The union and the workers know blindness is a risk – the union says 200 to 400 tappers a year are affected, with many

losing eyesight in one or both eyes – yet they continue to work, unprotected.

Doug saw merit in Adam's ideas and suggested he propose a project for the Humanity Fund.

Back in Canada, Adam worked on the idea of a hands-free carrying kit for a water bottle, flushing cap, flush cup and goggles. The eye-wash kits would be available on a test basis to tappers most at-risk of eye contamination – those working in new stands who tap rubber trees overhead.

The project was approved with funding from the USW and the Humanity Fund. As a bonus, Doug found workers from a Liberian tailoring union who could design and make the carrying pouches.

Another hurdle for Liberian workers' health and safety is low literacy rates. So instructions using easy-to-understand diagrams were developed and included in the kits.

In 2017, the project rolled out. The AAIWUL trained 145 shop stewards, who themselves trained 814 rubber tappers for the use of 2,000 eye-wash kits.

Expertise With Workers in Africa

A year later, Adam had the chance to return to Liberia with a USW delegation observing national elections.

“The kits had gone out, they’d trained each other and with the next round of funding they were trying another type of goggles. An article in the local newspaper on the Steelworkers’ delegation had some photos of the eye-protection program.”

The project was a runaway success, with high demand for the kits from workers. The AAIWUL is determined to make sure the company assumes responsibility for personal protective equipment in the next round of negotiations.

Using his Joint Occupational Safety and Health Committee experience, Adam suggested the AAIWUL build a business case for the eye-wash kits, pointing out how protecting the workers would actually be cost-effective and boost productivity.

Adam values the international solidarity demonstrated by this project and the connections he has made. “It gives us a bigger voice.”

Make sure your local is a contributor to the Steelworkers Humanity Fund. ■

Contact humanityfund@usw.ca.



A rubber tapper and AAIWUL member at work in Liberia.

Photo: Doug Olthuis



Talk to Ma

WHEN MAYSON FULK began his gender transition three and a half years ago, he researched human rights law and searched union websites, but was disappointed that he didn't find material from the Steelworkers.

That's changing, as Mayson becomes the first Trans Liaison for USW District 6.

A member of USW Local 2699, Mayson works midnights at Leggett and Platt Automotive in London, Ont., making springs for automotive seating.

When it came time to let his co-workers know about his transition, Mayson met with the USW unit chair first, then with the plant supervisor and the human resources department.

Equal Pay Victories

WOMEN IN CANADIAN workplaces have won two historic victories for equal pay.

The United Steelworkers, the Canadian labour movement and working women have long advocated for the law to reflect the fundamental principle of equal pay for work of equal value. We recognize the historic absence of such laws reflects society's inherent undervaluing of work done by women.

Finally, in May of this year, the Supreme Court of Canada agreed with labour in two rulings, originating in Quebec, that establish important

aspects of pay equity: enforcing and maintaining equal pay.

First, in the Female Workplaces Appeal, the Supreme Court reconfirmed the right to pay equity in female-dominated workplaces and that gender wage gaps result from and are perpetuated by systemic sex discrimination.

Secondly, in the Pay Equity Maintenance Appeal, the court ruled that pay equity is not a one-shot deal. Rather, it ruled that pay equity must be continually maintained in order to prevent the re-emergence of gender wage gaps.

These decisions give workers and unions crucial rights:

- access to relevant pay equity information from employers;
- the right to full remedies in pay equity maintenance including retroactive pay; and
- reasserting pay equity rights for women working in female-dominated sectors.

The law across the country now recognizes pay equity as a fundamental human right.

The ruling understands that wage gaps are part of society-wide sex discrimination and that leaving them in place constitutes economic discrimination. The court also

Mayson USW District 6 Trans Liaison

Mayson wrote a “coming out” letter to co-workers that was posted while he was away on vacation. The letter explained that gender identity and gender expression are protected under human rights law and that Mayson has a right to be free from harassment and discrimination based on his gender identity as a trans man.

When he came back, he resumed his regular work and began using a single-stall washroom in the shipping department. Still, he faced harassment over washroom use. It wasn't until a new plant supervisor took over that the issue was resolved by installing a lock and giving Mayson

the key, so his harassers were kept out.

Around the same time, Mayson joined the District 6 Human Rights Committee. The committee decided to reach out to trans Steelworkers. But that's difficult if people are closeted or afraid. So with USW District 6 Director Marty Warren's support, Mayson became the USW's first Trans Liaison, a resource for transgender and transitioning Steelworkers and union locals supporting members going through transition.

Mayson was inspired by Marsha Bradcoe, from USW Local 7884 in Elkford, B.C., who told her transition story during the USW's

Justice 2017 conference in Vancouver.

“If she can get up there in front of all those people and share her experience ... I want to be able to pay that forward,” said Mayson.

Mayson distributed postcards announcing his Trans Liaison role at the District 6 conference. “Anyone is welcome to contact me, not just for information, but also for support. No one should have to feel like they are alone in their transition,” he said.

As Trans Liaison, Mayson's goal “is to help make somebody else's transition a little bit smoother.”

District 6 members and staff can reach Mayson at mfulk@usw.ca. ■

made it clear that governments reducing employer obligations is not an acceptable way to comply with the law.

These are two important victories in the advancement of women's economic equality. They close the gaps in legislation that have for too long undermined proper enforcement.

Unions, including the Steelworkers, should be proud of the role we played in these decisions on behalf of all working women. Now, we must actively hold employers to account, and ensure that these decisions result in real economic gains for working women. ■





Members of USW 6717 at a recent union meeting. Back row: Tarak Patel, Terry Jackiw, Sheldon Tessier, Asad Mir, Royce Coghill, Brad Thompson, Brett Howels, Vaughn Lambe, Ken Kott, Fred Waroma. Front row: Sanjay Patel, Elmer Ivan, Kentom Baumgartner, Kevin Becker, Kendall Hibbard, Lionel Haines.

TRANSFORMING A UNION

Diversity Increases Involvement

WHAT USED TO BE an all-white, mostly male, local workforce in Weyburn, Sask., is diversifying.

Among the 120 members of USW Local 6717, working at electrical cable maker Nexans, 36 are visible minorities and six are women. They hail from Cuba, Mexico, Jamaica, Kenya, Nigeria, Zimbabwe, Pakistan, India, Vietnam, China, the Philippines, Poland, Romania; and in management, Mauritius, Germany and Bangladesh.

Recognizing that “the world is changing everywhere,” Local 6717 developed a human rights training course and established a Diversity Council to help “find a way to ease the transition into

something new,” says President Brad Thompson.

Former Local 6717 member Harpreet Singh was one of the original Diversity Council members.

Employees from non-white backgrounds perceived the work culture to be rigid and non-welcoming, Harpreet recalls. Issues and divisions were percolating.

The Diversity Council was keen to deal with this proactively. Working with the USW Regina office, council members got training and learned about human rights laws. The council put up a world map in the workplace with pins marking the

countries of origin of all workers in the plant.

“The map helped people from different ethnic groups see themselves represented,” says Harpreet.

The Diversity Council hosted meetings on topics from anti-harassment to world religions, gender diversity, mental health and more. Now well-established, the council hosts four meetings a year – on work time – with union members and management welcome.

Council Advocacy

The Diversity Council also took action for workers left in limbo when immigration rules changed without warning.

Workers were on a path to citizenship when quotas were changed in their category and they became Temporary Foreign Workers with few rights.

The Diversity Council put pressure on company management and the provincial government and succeeded in grandfathering the workers so they could continue on their path to citizenship.

Power of the Personal

The Diversity Council is never short on topical issues for its meetings. During the Syrian refugee crisis, the council held a meeting on the refugee experience and invited a member who was a Romanian refugee from the 1980s.

"He barely escaped with his life under [Romanian dictator Nicolae] Ceausescu. He's been my friend and neighbour for 20 years, but I didn't know the ordeal that he went through to get to Canada," says Brad.

"He made an impassioned plea for people to be more supportive of Syrian refugees because unless you've lived through something like that, you have no idea what it's like."

Get Involved

A machine operator at Nexans for 12 years, Kendall Hibbard has been on the union executive for eight years, currently as a Trustee, Shop Steward and a Diversity Council and Women's Committee member.

"My dad worked at Nexans for

40 years. He said, 'You get in that union – and you get involved.'"

As a woman, even with her dad working there, sometimes people would say things to her, and she would cower and push back.

We're all so naïve if we stereotype and think that people are the same – they're not.

"I've taken courses through the union and I know what my rights are. I stand up for myself now."

Kendall remembers a Diversity Council meeting that explored religions in India – Hinduism, Sikhism, Islam, Buddhism and Christianity.

"It's really neat to know! We're all so naïve if we stereotype and think that people are the same – they're not."

Diversity Beyond the Council

Beyond the Diversity Council, the local is encouraging workers from different backgrounds to become involved in the union.

Fred Waroma has worked on the

extrusion line for seven years, putting jackets on medium-voltage cables. Serving on the Health and Safety Committee makes Fred feel more connected to the union.

"I always like to volunteer. Back in Kenya I was involved in humanitarian activities. I find a way to do it through the union here, too. It's another avenue to do things around the community, to help people."

Joseph Intia, one of several workers from the Philippines, was encouraged to get involved in the union and after attending several meetings, he ran to be a Guard – and nominated another Filipino member.

"Somehow, I became an example to my brothers," Joseph says. "Come and attend the union meetings; I encourage them. It's a place where we can be informed."

Respect

The Diversity Council's work has branched out: opening a dialogue in the workplace around mental health and addictions issues.

"We have a responsibility to look after our membership and make sure we're treating everybody equally with the same dignity and respect, and that looks different, depending on the challenges that people go through," Brad says.

Brad's advice to USW locals considering a diversity program: "Do it!" ■

SINCE USW member Rachel Notley became Premier of Alberta in May 2015, there has been tremendous positive change for all working people.

Premier Notley has never forgotten who she is working for. After decades of right-wing, anti-worker governments, Alberta is making progress with a government that is on our side.

So what exactly have Premier Notley and the NDP done for Steelworkers?

Standing Up for Pipelines

USW members in Western Canada make the highest-quality steel pipe in the world, to the highest environmental standards – manufactured with a lower carbon footprint than imported products.

Rachel Notley has stood up to attacks on the Trans Mountain pipeline, standing with workers and calling on the federal government to ensure pipeline projects get built. She toured Tenaris Prudential Steel in Calgary in support of USW Local 7226 members and she supports our members at Evraz, too.

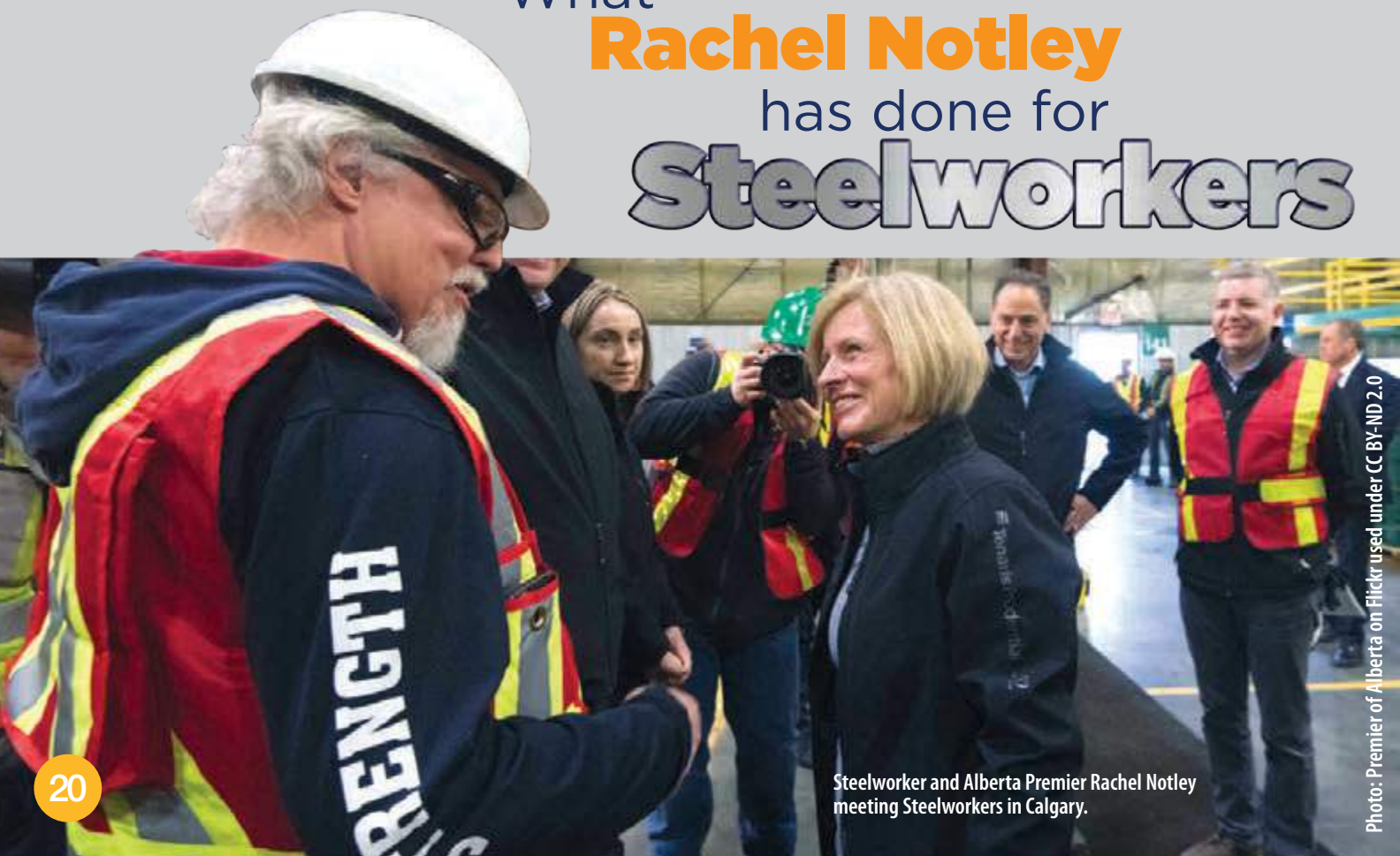
Updating Employment Standards

After decades of Conservative Party attacks on workers, Rachel Notley's government made major improvements to Alberta's Employment Standards Code, which had not been updated since 1988.

- New leaves after 90 days of employment to support workers in unstable jobs.
- Job protection extended to 27 weeks for workers needing leave to care for a loved one.
- Parental leave extended to 62 weeks.
- Workers are entitled to one 30-minute or two 15-minute breaks for every five hours worked. Previously there were no breaks under Alberta law.
- People with disabilities are no longer treated as second-class workers; they are entitled to the same minimum wage as other workers.

The Alberta Employment Standards Code is now one of the strongest in Canada and will benefit all Albertans for generations to come.

What **Rachel Notley** has done for **Steelworkers**



Steelworker and Alberta Premier Rachel Notley meeting Steelworkers in Calgary.



United Steelworkers National Policy Conference 2019 April 2-5 – Vancouver Westin Bayshore

Every USW Local JOIN US in Vancouver

- Hear dynamic keynote speakers
- Help determine USW policy
- Broaden your USW networks

USW NextGen Conference: April 1

SOAR Conference: March 31-April 1

Registration and conference info:
www.usw.ca/npc2019

Critical Investments

After decades of underfunding, Notley's government has made critical investments in infrastructure, hospitals and education that will improve health care and Alberta's competitive advantage. The government is reviewing procurement policies to ensure Albertans benefit from government spending.

Protecting Workers' Health and Safety

Occupational Health and Safety Act changes include improvements to joint worksite health and safety committees, harassment and violence measures and strengthening the right to refuse dangerous work.

The purpose of the Workers' Compensation Act was clarified and improvements made to the Workers' Compensation Board, including:

- Restoring a balance of representation at the board.
- No earnings maximum for WCB benefits.
- More autonomy for injured workers to choose medical providers.

- When in doubt, claims are approved in favour of the worker, rather than rejected.

Supporting Unions

Alberta now has the most progressive labour code in Canada, following improvements including:

- Amending the definition of 'employee' to allow contractors to unionize and bargain collectively.
- Union certification if over 65% of employees sign cards. Employers won't be given the chance to threaten their employees.
- Facilitating a union's ability to communicate with workers in remote or inaccessible locations.

All the progress made for Alberta workers and families will be on the line next May when Albertans go to the polls. Conservative leader Jason Kenney wants to move the province backwards to a time when workers' issues did not matter. It will be up to Steelworkers to talk to our co-workers, families and friends to make sure Alberta continues to have a government that's on our side. ■



INDIGENOUS RIGHTS = HUMAN RIGHTS

NDP MP ROMEO SAGANASH'S

private member's bill that Canada adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) passed in the House of Commons on May 30, 2018.

"Bill C-262 would allow us to begin to redress the past wrongs, the past injustices that were inflicted on Indigenous people. This is the main objective of Bill C-262," Saganash said in 2017, during second reading of the bill.

Steelworkers are proud of our active role pushing for passage of the bill. Our union made a written submission in support, members lobbied MPs in their constituencies and National Director Ken Neumann wrote an open letter to the Prime Minister and key cabinet ministers urging passage of Bill C-262.

"The adoption of Bill C-262 will provide a powerful symbolic affirmation of Canadians' collective desire to do better and engage in genuine reconcili-

Bill C-262 would allow us to begin to redress the past wrongs, the past injustices that were inflicted on Indigenous people.

ation with First Peoples," the USW wrote in our submission.

Bill C-262 is personal for Saganash. He worked on drafting the UN declaration in his career before politics. Saganash is a survivor of the residential school system, where he spent 10 years "incarcerated culturally, politically, linguistically, spiritually even."

"One of the things that we can do in the name of reconciliation is to adopt this framework that I am proposing through Bill C-262. I do not need to remind members that the world is watching," Saganash said.

The majority of Indigenous members of USW are employed in resource industries. These

include union members at Vale's nickel mine at Voisey's Bay, N.L., Glencore's Raglan mine in northern Quebec, Cameco's uranium mines in Saskatchewan, in logging and sawmills from B.C. to Ontario, at the Frontier School Division in northern Manitoba, and more.

"Just as the union would not accept an unsafe mine, or one based on the harassment or exploitation of workers and their families, the USW can no longer accept mines developed without consultation and participation of Indigenous rights holders in decision-making, in violation of UNDRIP," said USW National Director Ken Neumann. ■

PALM TREES, white sand, blue seas, and countless hours of sun – that’s how most people see, imagine and expect Cuba to be. What most people don’t see or know about Cuba is that it is an inclusive and worker-friendly nation.

Young workers and activists from the United States, Canada, United Kingdom, Cuba and Mexico gathered in Matanzas, Cuba for eight full days of learning, networking and building solidarity. The delegates and facilitators arrived in Cuba ready to hit the ground running and quickly learned that in Cuba flexibility is essential (though a well-thought-out plan is invaluable).

Participants engaged in both classroom and practical settings

that were interconnected. A diverse class called for a discussion on a wide range of topics. Young workers discussed education, health care, politics, labour’s bread-and butter issues such as workplaces, union density, organizing new workplaces and the changing and developing ways of communicating with members.

Classroom sessions were followed by related activities in the afternoon. The afternoon programming allowed participants to experience what life is like for an average Cuban and not look at it through the lens of a tourist. From the cold water bucket baths at the Cuban workers’ camp to the amphibians and reptiles who wanted to get

intimately close with the participants, the group was spared no experience in a day in the life of a Cuban union member.

“The overall group’s experiences and lessons proved that working people can indeed make a difference in our unions, in our communities and help shape a society that benefits every citizen,” said USW participant Lorei Leigh De Los Reyes.

The group arrived as a bunch of individual union activists and left as a multinational, multiunion family ready to be the change they wish to see in the world and support one another in solidarity to accomplish these goals.

The general consensus was that as companies have taken their attacks to a global level, we as union activists have to have global alliances that will allow us to fight on even playing fields. ■

Young Workers Building Global Solidarity



1976 **Delta Airlines Employees Negotiate Industry-Leading Agreement**

The best pay rates in the industry are among significant gains achieved by USW Local 1976 members at Delta Airlines operations across Canada. A five-year contract, covering ticket and gate agents, baggage handlers and ramp workers, provides wage increases of 4.5% this year, 3.5% in 2019 and 3% in each of the following three years, making Delta employees the highest-paid in Canada. Approximately 50% of members also received additional wage increases this year, ranging from 13% to 16%, to address disparities in pay rates in job classifications. The contract increases shift premiums and improves vision care and paramedical coverage, while also defending the defined-benefit pension plan and job security language.

7065 **Quebec Hotel Workers Ratify First 'Indigenous' Contract**

A bargaining unit comprised almost exclusively of Indigenous members has negotiated a first contract at the Quality Inn in Sept-Îles, Que., that improves wages and working conditions and recognizes cultural issues and customs. The three-year agreement provides pay increases in the first year ranging from 11% to 25% – bringing wages to \$15 an hour, followed by 2% increases in each of the following two years. Other improvements include greater vacation entitlement and an additional paid holiday for National Indigenous Peoples Day, June 21, as well as provisions for unpaid leave for traditional hunting activities.

1944 **Shaw Cable Workers Make Improvements**

More than 500 members of USW Local 1944, Unit 60, working at Shaw Cable's Vancouver/Richmond and Surrey/Langley operations, ratified a five-year contract in August that includes wage increases in each year of the agreement. The agreement includes a decrease in employee contributions to the health and welfare benefits plan, improved language in areas including bereavement leave and a Take Vehicle Home Program (TVHP), an increase in the Sunday premium for warehouse workers and improved service work jurisdiction.

5795
6731 **Labrador Strike Leads to Wage, Pension and Benefit Increases**

After standing strong during a nine-week strike, more than 1,300 members of Locals 5795 and 6731 at the Iron Ore Company of Canada in Labrador City, N.L., ratified five-year contracts providing several improvements. The agreements include improved medical benefit coverage, pensions and contract language, with average annual wage increases of 2.4%, including cost-of-living allowances. Members also fought back company demands for concessions on pensions and temporary workers.

2009 **B.C. Auto Parts Workers Win Transition to Full-Time Jobs**

A significant transition from part-time to full-time employment is among the key gains achieved by members of Local 2009, Unit 175, working at auto parts distributor Uni-Select Pacific in Coquitlam, B.C. The new three-year collective agreement also includes a 3.5% wage increase, improved benefits and earlier access to longer vacations.

4820 **Aerospace Workers Achieve Gains, Help Solidify Industry**

Local 4820 members at Magellan Aerospace in Haley, Ont., the plant that supplied the Avro Arrow project back in the 1950s, negotiated a new collective agreement that helps ensure a future for Canada's role in the aerospace industry. The contract guarantees improvements in pensions, seniority, health and safety, scheduling, wage increases averaging 5.5% over three years and a profit-sharing plan. New provisions include language recognizing the impact of mental health and domestic violence on the workplace, as well as contributions to the Steelworkers Humanity Fund.



Good First Contract for Dalkotech Employees

Wage and benefit improvements are among gains made in the first collective agreement negotiated by Local 7531 members at Dalkotech in Sherbrooke and Magog, Que. The six-year contract provides total base wage increase of 18%, with 3% retroactive to March 2017. Other improvements include the employer paying for 50% of benefit plan premiums, increased equipment allowances and better language on time bank accumulation. The employer also will contribute to a workers' retirement plan through the Quebec Federation of Labour Solidarity Fund. The Local 7531 members manufacture welded products and steel tanks.



First-Contract Gains for Concrete Workers

New Steelworkers at Power Precast Solutions in Ottawa ratified a first contract providing significant pay increases, benefits, seniority and improved hours of work. The two-year deal includes first-year wage hikes ranging from 3% to 18% – with an average of 7.3% – followed by a 3% increase in the second year. The agreement guarantees benefits, a retirement plan, seniority and other rights. The members of Local 8327 manufacture components for drainage systems, bridges and roads and products for transit and underground electrical infrastructure.



Warehouse Employees Achieve Several Improvements

Improved wages and extended health-care benefits are among gains made by Local 6709 members working in warehouse operations for The Source in Barrie, Ont. The three-year agreement provides hourly wage hikes of \$1 in year one, 50 cents in year two and 75 cents in year three. Other gains include increases for paid breaks and shift premiums and language improvements on issues including transfer postings, discipline, vacation carry-over, union jurisdiction and bereavement leave.



Manac Members Enhance Contract to Attract, Retain Workers

The 650 members of Local 9471 who manufacture semi-trailers at Manac operations in Saint-Georges-de-Beauce, Que., have made gains in a seven-year contract aimed at attracting and retaining workers. The agreement provides average annual wage increases of 2.4% and several improved and new language provisions, including job posting rules, a third floating holiday and a retirement severance package that has been incorporated into the contract.



Miners Improve Wages and Pensions, Limit Contracting-Out

A three-year agreement negotiated by 170 members of Local 6131, working at Matagami Mine in northwestern Quebec, improves benefits and the defined-benefit pension plan and provides pay raises of \$1 an hour in the first year and 90 cents an hour for the following two years. The contract includes provisions to limit contracting out, strengthen seniority rights related to overtime and increase statutory holiday pay.



Joint Bargaining Success for Local 9153 Members at Polycor

A first attempt at joint bargaining was a success for two units within amalgamated Local 9153, representing workers at plants operated by natural stone manufacturer Polycor in St-Sébastien, Que. Members negotiated new, five-year collective agreements, both of which provide for annual pay raises of 3.6% for mechanics and 2.9% for operators, as well as a significant increase in RRSP contributions, from 0.28% of hourly paid wages to 0.88%.



USW Education Tackling Vital Issues

STEELWORKERS ACTIVISTS across the country have helped create two new USW education courses that tackle defining issues for our union and our society – mental health in the workplace and reconciliation and relationship-building with Indigenous peoples.

These new courses were initiated by resolutions adopted by delegates at the 2016 USW National Policy Conference in Montreal.

In the ensuing two years, staff in the Education and Equality Department and Health and Safety Department at the USW Canadian National Office have been working diligently to fulfill this mandate.

Former USW 8922 member Lucie Rochon created this graphic for use with the new USW course *Unionism on Turtle Island*. Lucie is Mi'kmaq and Algonquin. She is one of the founding members of the USW National Aboriginal Committee.

A Gathering Place, a Pathway of Reconciliation

AT THEIR DISTRICT 6 CONFERENCE in September, Steelworkers from across Ontario and Atlantic Canada made a dramatic and lasting impression on the community of Collingwood, Ont.

During the 'Community Day' component of their conference, the 450 USW delegates descended en masse into Collingwood to contribute their labour and skills to complete several projects as part of a

revamped community waterfront hub.

By the end of the day, these Steelworkers had: cleared a snowshoe trail around the park; laid sod, spread mulch and planted flower beds; finished work on a pergola and picnic area on the beach; planted trees and completed a massive cleanup along the waterfront.

The centerpiece of the delegates' volunteer work was helping to complete



Mental health education

USW Education and Health and Safety staff at the national level have worked over the last two years to develop a comprehensive training program to assist activists in confronting workplace mental health issues.

A pilot program was unveiled last fall at the 2017 District 6 Fall School and further revisions and have been made to the five-day course.

The course offers training to USW staff, health and safety reps, shop stewards and other local activists to address the impact of mental health issues in the workplace. It tackles issues including prevention, accommodation, workplace education and

negotiating new contract language.

Indigenous issues

A new education awareness program on Indigenous issues was developed with considerable input from Indigenous Steelworkers from all districts, including members of the USW National Aboriginal Committee and delegates to the 2017 USW National Aboriginal Workshop.

The result is a five-day education course designed to:

- Deepen knowledge and understanding of the history of relations between settlers to Canada and Indigenous people;
- Examine efforts of Indigenous

people to thrive and exercise their rights, as well as the connections between Indigenous struggles and labour struggles;

- Build the capacity of non-Indigenous Steelworkers to practise reconciliation and be allies in Indigenous struggles.

The new course is set to be delivered to local activists for the first time at the District 6 Fall School in November in Orillia, Ont. The course will later be made available in all USW districts.

Area councils and local unions that are interested in either of these new USW courses should contact their District's Education Co-ordinator. ■

This is a small offering, an attempt to make a difference, an attempt at adding a piece to the pathway to reconciliation.

construction and landscaping for the Awen' Gathering Circle. The installation, conceived by municipal officials and First Nations representatives, recognizes the area's Indigenous legacy and represents inclusion, equality, understanding and a pathway of reconciliation. The day after Steelworkers

volunteers helped finish the project, they were proud to attend the Awen' Gathering Circle's opening ceremonies.

"This is a small offering, an attempt to make a difference, an attempt at adding a piece to the pathway to reconciliation," USW District 6 Director Marty Warren said at the ceremony. ■

Les Métallos sont là Les Métallos sont actifs dans nos milieux.

Faites connaître le travail communautaire des Métallos sur Facebook ou Twitter grâce à #MétallosSontLà.



Local 1944's Women of Steel Committee organized Spread the Hope for residents of the Russell Housing Centre in New Westminster, B.C.

Le comité de la condition féminine de la SL 1944 a organisé l'activité Spread the Hope (répandre l'espoir) pour les résidents du Russell Housing Centre à New Westminster (C.-B.).



During the District 6 Conference in Collingwood, more than 400 volunteers cleaned up the community and landscaped the Awen Gathering Circle. Plus de 400 délégués à la conférence du District 6 à Collingwood ont nettoyé les rues de la localité et aménagé le terrain du Cercle de rassemblement Awen.





Quebec Steelworkers and the FTQ donated \$1,500 to La maison du père during the annual Struggle Against Homelessness Week.
 Les Métallos au Québec et la FTQ ont remis 1 500 \$ à La maison du père pendant la Semaine de lutte contre l'itinérance, dont l'objectif est de venir en aide aux sans-abris.



Local 1-423 presented over \$13,000 for flood relief in Grand Forks, B.C.
 La SL 1-423 a versé plus de 13 000 \$ pour des secours d'urgence aux victimes des inondations à Grand Forks (C.-B.)



Another year, another successful Operation Backpack by Hamilton Steelworkers, with over 1,000 backpacks provided for kids in need.
 Une autre année, une autre Opération sacs à dos réussie des Métallos de Hamilton, qui ont rempli plus de 1000 sacs à dos pour les enfants dans le besoin.



Photo: Steve Diez

Local 5795's Women's Committee donated Baskets of Hope with school supplies and hygiene products for those in need in Labrador City.
 Le comité de la condition féminine de la SL 5795 a fait don de Paniers de l'espoir remplis de fournitures scolaires et de produits hygiéniques pour les personnes dans le besoin à Labrador City.

Steelworkers Make Good Neighbours

USW Locals are active in our communities.

Share your USW community work on Facebook or Twitter using #USWCares.