



Members from Local 7913, Brandon, Man.



Celebrating 50 Years

To celebrate the 50th anniversary of Local 7884, a beautiful bench area was built in dedication of our past, present and future members. The memorial benches were donated by the Elkford Lions Club. The Local is proud to have built this while local supporting businesses.

“It was a great job by Kelso Anderson, not only for the time and extra effort put into this project but for being so dedicated to the detail. It turned out even better than I had hoped,” said Adam Connell, Local 7884 President.

Honouring the First National Day for Truth and Reconciliation: Every Child Matters

On September 30, 2021, Steelworkers across District 3 took a moment to observe a new federal statutory holiday, the National Day for Truth and Reconciliation. This new federal holiday is an important part of the reconciliation process that has been called for by Indigenous people and by the Truth and Reconciliation Commission of Canada.

No provincial or territorial government in District 3 legislated this day as a statutory holiday. Several governments, including British Columbia, Manitoba, Yukon, and NWT gave some public employees the day off and, in some cases, closed schools for the day. Some of our employers chose to observe this day while others continued to work their regular shifts.

September 30 was chosen for the federal holiday because it coincides with Orange Shirt Day, named for the story shared by Phyllis (Jack) Webstad, whose brand-new orange shirt, bought by her grandmother, was stripped from her on her first day at residential school when she was six years old.

Orange Shirt Day is meant to reaffirm that the survivors of residential schools,

and those affected by it, matter. The originators of Orange Shirt Day chose September 30 because that is the time of year in which children were historically taken from their homes to attend residential schools.

The ongoing discovery of hundreds of unmarked graves at former residential schools in Western Canada has caused a painful weight this year and we share that grief.

We encourage Steelworkers to continue reflecting on the painful legacy and impacts of Canada's residential school system has had on Indigenous people.

If you haven't done so, take time to read the Truth and Reconciliation Commission Report by visiting usw.to/3x4.



Members from Local 7619, Kamloops, B.C.

Mark Your Calendar

NOV
4

Diwali (Deepavali)

NOV
10

Solidarity in Hard Times: A Fair and Equitable Recovery
Online Conference

NOV
11

Remembrance Day

NOV
19-21

B.C. NDP Convention
Virtual Convention

NOV
23

USW International Union Election

Member Spotlight



Laura Drennan
USW Local 7619

Laura works at the Highland Valley Copper Mine and has made many significant contributions to workers at the mine. Her activism continues through union and community volunteering.

Over the years, Laura has helped raise millions of dollars through the annual United Way campaign, encouraging Steelworkers to donate with funds matched by the company.

In 2019, Laura suffered a massive stroke while attending an executive committee meeting for her local and nearly lost her life. She has made almost a full recovery and is as strong as ever.

“Laura has confirmed what we already know – she is as strong as steel,” said Stephen Hunt, District 3 Director. “I have seen Laura’s incredible strength and dedication that she brings to her activism and every issue she takes on. She has always been there for others and is one of the most caring and genuine people I have met.”

Laura recently announced her retirement in December. Thank you Laura for your years of service and contributions to our union.

Laura is the recipient of the 2021 USWCares Jefferson Award for Western Canada for her long-time community service. Read more about Laura at usw.to/3t5.

Stay of Proceedings in Case of Workplace Death of Sam Fitzpatrick

District 3 is extremely disappointed with the announcement from the BC Prosecution Service (BCPS) that a stay of proceedings has been entered in the case against Peter Kiewit Sons and two of the construction company’s managers in the 2009 death of 24-year-old worker Sam Fitzpatrick.

Fitzpatrick was crushed by a falling boulder on a hydroelectric project near Toba Inlet, north of Powell River, B.C. At the time, a WorkSafeBC investigation found a “reckless disregard” for safety on the project. Just one day before the fatal rockfall, another boulder had tumbled down the same slope, causing serious damage to a piece of heavy equipment.

After the conclusion of the WorkSafeBC proceedings in 2013, police initiated a criminal investigation in 2014. Charges



were approved on May 31, 2019, and the matter was set for trial commencing on Sept. 7, 2021. BCPS now says it has determined that the available evidence no longer satisfies the charge assessment and the charges have been stayed. The trial will not proceed.

The United Steelworkers will not give up our fight for Sam. We strongly believe the stay should be reversed and are calling on B.C.’s Attorney General David Eby to recommence the proceedings as he is empowered to do under Canada’s Criminal Code. Full article at usw.to/3x5.

Quebec Steelworkers Show Solidarity with Rio Tinto Strikers in B.C.

USW aluminum workers in Quebec have reaffirmed their longstanding solidarity with colleagues in British Columbia who have been on strike for more than two months to resist concession demands by resource giant Rio Tinto.

Steelworkers Local 9490, which represents the 650 workers at Rio Tinto’s aluminum smelter in Alma, Quebec, pledged ongoing financial support to the striking members of Unifor Local 2301 at Rio Tinto’s aluminum smelter in Kitimat, B.C.

“Steelworkers Local 9490 wishes to offer our solidarity and support to our brothers and sisters of Unifor Local 2301,” USW Local 9490 President Sylvain Maltais said in a recent letter to the Unifor members.

“Our members know the importance of solidarity among Rio Tinto workers and among aluminum workers generally. We know only too well that the gains you make are also our gains, and vice versa,” Maltais said.

The Alma Steelworkers made an initial financial contribution of \$65,000 to the Kitimat strikers, and pledged ongoing support of \$16,000 per week, for the duration of the strike.

A few days following the Steelworkers’ pledge of support to the strikers, Unifor and Rio Tinto announced they has negotiated a tentative agreement that could bring an end to the dispute, pending a ratification vote by union members. Full article at usw.to/3wr.



The USW International Union Elections will be held on:

Tuesday, November 23, 2021.

Confirm with your local union how and where you can vote.



Raising the Bar to Address Stress, Burnout

What began as a response to workers' concerns regarding bathroom breaks has grown into a far-reaching campaign by Local 1944 to educate, engage, mobilize and support members facing workplace harassment, stress and burnout.

In 2020, spurred on by the USW national campaign, Raising the Bar on Women's Health and Safety, the Local 1944 leadership decided to delve into recurring reports of members being called out, harassed and intimidated for taking bathroom breaks during their shifts.

A survey called "To pee or not to pee," generated a flood of responses, including disturbing accounts of the impact of management antagonism regarding bathroom breaks and persistent pressure to meet performance targets and other

unnatural and impossible demands on workers' time.

The Local 1944 Women of Steel Committee also created an online campaign to educate, mobilize, empower and support members facing stress and mental health issues in the workplace, with a focus on burnout.

The campaign includes four publications on the Local 1944 website, offering extensive information to help members recognize the signs and symptoms of burnout, and assuring those affected that they are not alone, and that their issues are real.

The union also will be bringing these issues to the bargaining table when negotiations begin this fall. Learn more about the campaign at usw.to/3ws.

NEW DATE: Solidarity in Hard Times: A Fair and Equitable Recovery

Steelworkers have faced a lot during this pandemic. We've been laid off and we've been declared essential. We've helped our kids and elders adapt to online school and medical appointments. We've confronted COVID at work and some of us have even gotten sick. We've learned how to stay safe at work and in our communities.

Throughout it all, we've cared for one another. Whether it's lobbying for paid sick days, standing against racism, bargaining good contracts, or supporting a co-worker who is struggling to cope, we stand in solidarity with others.

Solidarity in Hard Times

"A Fair and Equitable Recovery" is the second one-day online conference in the series. Join us for engaging panel discussions, presentations, workshops, and discussion groups. Topics include:

- What does recovery look like for workers and their families
- Mandatory vaccine policies
- How we support injured members in our locals
- Ways to support members' mental health
- Equity caucuses and much more!

Register at usw.to/3vq.

Conditions Worsen for Bangladesh Garment Workers

Over 300,000 garment workers have lost their jobs, 70% of which were women. Most went back to their villages, receiving zero severance pay, due to there being no unemployment insurance or social safety net.

The Steelworker Humanity Fund contributions of \$110,000 in 2020 and \$75,000 in 2021 prevented many families from experiencing outright starvation.

With the gradual easing of COVID-19 restrictions, we are seeing around 1 in 10 garment workers being rehired.

The Bangladeshi Accord for Fire and Safety, that was developed and championed by many international unions (including USW) and meant to institute basic safety precautions including structural repair of factories to prevent collapse, will be extended another two years.

This Accord is signed by many garment manufacturers internationally and is intended to force factories to comply with basic safety regulations by tying these requirements to international producers using specific factories. If repairs aren't completed after certified inspection, that factory can no longer work with the Accord-signed companies.

The Humanity Fund will be starting another campaign in November asking Mark's Work Warehouse to start paying a living wage to its workers in Bangladeshi factories. Mark's has been selected because they are Canadian and many Steelworkers use their products. More details about the campaign are to follow.

Submitted by *Melanie McConnell*,
USW Local 7619



Be More Than a Bystander

District 3 is proud to partner with the Ending Violence Association of B.C. to “Break the Silence” on violence against women.

The “Be More Than a Bystander” campaign is the result of a partnership between the Ending Violence Association of B.C. and the B.C. Lions Football Club that has trained over 100,000 people in British Columbia since 2011 on how to speak up and break the silence on violence against women.

At its core, the Be More Than a Bystander model recognizes that the vast majority of men do not commit violence against women. Instead, they care deeply about the women and girls in their lives and in the world. We ask those men to take ownership and play an active role in creating positive change.

As a proud partner of the campaign, USW members took in a B.C. Lions game on Saturday, October 16 against the Calgary Stampeders.

USW encourages local leaders and activists to identify and support USW male members who are interested in becoming spokesmen to deliver 90-minute presentations to members of their local, other locals, Area Councils, workplaces and other USW activists.

Learn more about the “Be More Than a Bystander” program at usw.to/3x7.



Enact Card Check Now!

The ability of workers to collectively organize is a fundamental right that has been rightly recognized by Canada’s Constitution specifically the Charter of Rights and Freedoms.

It’s time to restore fairness and balance after 16 years of the B.C. Liberals tilting the laws in favour of employers.

Premier John Horgan campaigned on the idea of card check, which unions have said would make it easier to certify.

The NDP now has a majority government and the time to enact card check is now.

USW Local 2009 is asking for your support to email your local MLA and demand action. Visit usw.to/3x8 to send your email today.

Veterans of Steel Network

The USW District 3 Veterans of Steel Network is a place where those who have served or are serving can find camaraderie, support, links to resources, and momentum to fight to improve Veteran’s workplace issues.

- Loss of identity and network.
- Struggles relating to and working with co-workers.
- Disciplinary issues.
- Masking physical or mental health issues.

Join the Network at www.usw.ca/d3vosnetwork

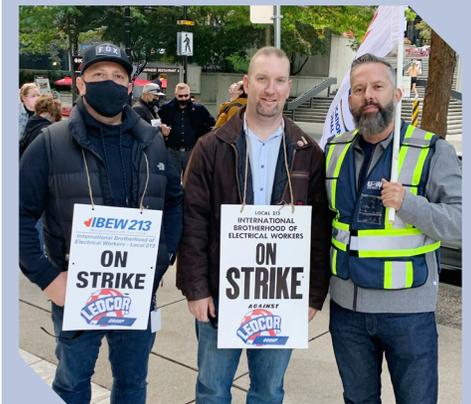
Network is powered by slack



Giving Back at Thanksgiving

Members from USW Local 1-417 volunteer to prep Thanksgiving meals for the annual Kamloops United Church PIT Stop. For the second year in a row, a sit-down dinner was not possible due to the pandemic. Instead, volunteers provided dinners to go for an estimated 250 people.

Local Union President Marty Gibbons thanks his members for providing support for those in need as this is a great cause giving back to the community.



Rally for Leducor Workers

Steelworkers were on hand to show solidarity with striking workers from Leducor (LTS Solutions Ltd.). These Telus technicians were certified by the Canada Industrial Relations Board in August 2017 and have been on strike since Sept 30, 2019.

Do you have news to share from your local union?

Send in news, events, bargaining updates and photos to bbarden@usw.ca