EASTERN ONTARIO AREA COUNCIL

Behind Working People Since 1948



Founding Editor
Frank Farley

COUNCIL NEWSLETTER
SUMMER 2019



EASTERN ONTARIO PRESIDENTS AND UNIT CHAIRS MEET IN OTTAWA

Published by the Eastern Ontario Area Council
Editor Jackie Royal jackieusw1568@gmail.com

From the Editors Desk by Jackie Royal



Greetings Sisters and Brothers!

Welcome back to the Valley! Enjoy the weekend sharing your news and views!

Another page is turning in Area Council history. We are losing another long-time, respected delegate but gaining another Honorary Member.

Denis Kavanagh will be long remembered for his short, uh I mean L E N G T H Y local union reports. Groaning would start when the Attendance Recorder called out Local 6571……..but in reality a long educational and mentoring report would ensue. Quick wit with a sly smile and sharp retort and play-on-words always with an underlying message or useful tool. Testing us to see if we were awake Saturday morning. Questions were asked about his recital and there was always a very useful take away. A true leader/mentor.

I realized early on he was quite the handful for his plant. He sharpened that pencil often looking forward to another challenge or battle of the minds. His steel plant (unionized USW since 1965) was in the beginning LASCO Steel, then Co-Steel LASCO and finally Gerdau. Not willing to let anything go, his union filed more grievances than any other local that reported at the Area Council. Remaining steadfast during layoffs, strikes and a lockout in 2000. Many a plant manager, HR Advisor and Arbitrator was at the mercy of Denis over his 45-year career as a Millwright, union advocate, committee member, and long standing **34-year Union President!!** He retired number 4 on the seniority list.

(Marty if you are reading this article, I challenge you to find another 34-year USW Union President!!)

A strong activist for terms of employment, workers' rights, equality, and fairness his unprecedented gains at the bargaining table over 12 collective agreements that spanned 38 years, highlight: unlimited dental coverage and indexed lifetime pensions. Bravo!!!

Denis also was the Canadian representative for the Gerdau World Workers' Council which is a collection of worker representatives from every country that Gerdau operates in. As well a member of the Unity Council which encompasses all the North American Unionized Steel plants.

At union conferences he was always at the microphone with something pressing and intelligent to say, calling a spade and a spade no holds barred. Very refreshing, I found.

When the Council needed a Master of Ceremonies we could always count on Denis. Never to disappoint. Blessed with a gift he was always poignant yet humorous. Sometimes it even turned into a roast per se and everyone was thoroughly entertained. Got to love that photographic memory…….it goes with being photogenic? (see page 3 and 20)!!!

One thing was obvious looking through old photos. He loved white shirts, union shirts, crazy ties, shorts all year long and Jamesons Irish Whiskey. I got corrected when I kept referring to his beverage as scotch!!!

Everyone awaited his arrival on Friday evenings. Always fashionably late to the hospitality suite, he enjoyed his grand entrance as much as we did, with Jan on his arm and a Jamesons in hand. The stories would begin. Memories of those already gone too soon but a story to be told. Belly laughs shared. Who will be the last to close the hospitality room now??

Denis donned many a savvy dinner suit and on occasion a tuxedo or make-shift tuxedo. And sing? Oh yes. Not much coaxing and up he went to the microphone. Sings like a sparrow with baritone and bravado!! Surprised many a delegate. Enjoyed the dancefloor as well. He never let a sporting event keep him from enjoying the host locals effort to entertain us. Always last to leave the banquet entertainment as well.

A unique gentleman of so many talents.

As our esteemed Denis moves on to the next chapter, I hope he and Jan will make every effort to join us when they aren't out travelling the countryside with Fluffy the cat in their motorhome.

A true-blue Steelworker!! Once a leader…..always a leader.

A down right legend I'd say.

Solidarity Forever

Jackie

Contributions always welcomed!

jackieusw1568@gmail.com



Denis & Howard Hampton at plant lockout in early 2001

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Coordinators Corner



By RICHARD LEBLANC, USW Eastern Ontario Area Coordinator

Welcome to Pembroke! A big thank you to the Ottawa Valley hosting Locals 6946, 4820, 1568, 4096 for organizing this weekend. I am sure everyone will have a great time.

I don't know about you, but the summer season is taking forever to show up. Hopefully, by the time you read this article, it will have arrived and everybody will finally be able to enjoy the sun, patios and summer activities.

Please accept my regrets for not being able to attend. These dates conflicted with a long time planned trip to Italy, for me and my spouse.

This weekend promises to be memorable with the following guest speakers. Paul Carl from Local 2010 will be present to promote Unionism on Turtle Island. The KAIROS Blanket Exercise promises to be eye opening, educational and entertaining. Guillaume Charbonneau from the Canadian National Office will also be present to make a presentation on the Humanity Fund. As you usually do, I encourage you to give them a good warm Eastern Ontario welcome.

Congratulations to all Chaplin's working in the federal penitentiaries for choosing USW to represent them. After they applied for certification in Ontario and BC, the employer agreed to give us voluntary recognition Canada wide. There are between 300 to 400 Chaplins across the country. Welcome to our big USW family!

As a lot of you have already heard, there are a lot of staffing changes happening in Eastern Ontario. Darlene Jalbert is moving on to District 6 Organizing Coordinator. Please join me in wishing her well, I am confident she will do an excellent job. A big thank you for the fabulous job you did servicing Darlene. Please remember you will always be welcome to EOAC events to keep our feet to the fire in the Organizing department, and to socialize of course. With that, I am really happy and proud to have Tracy Simpson join our servicing team. Tracy has a lot of experience already servicing. She comes with a wide range of acquired education, skills, tools and assets which will undoubtedly service our members in Ottawa area with success. Please join me in welcoming Tracy to our EO team!

Also, Kevon Stewart is moving on to the position of District Coordinator later this summer/fall, to replace Ron Wyatt who is retiring in January. The District and I are working on finding a replacement to replace Kevon. These will be big shoes to fill, as Kevon has been doing an amazing job in the Oshawa area servicing our members. He will be greatly missed. I have no doubt Kevon will do a fantastic job at the District, he's so talented and has a wealth of experience. You too Kevon, please remember you will always be welcome to EOAC events.



Good luck to all of you in your new roles!

Congratulations to Jason Marleau from Local 13292 in Cornwall and Caleb Bennett from local 4820 in Renfrew for being accepted in the EOAC Mentorship Program. The staffing changes are slowing down the process a bit, but we will get this going as soon as we can.

USW New Media wants to know what your Locals are up to. Involved in the community? Something interesting is happening with your Local? Please don't be shy to send pics and short stories to your staff rep so we can forward to our department and get the word out on social media.

Women facilities. It was pointed out at the last National Policy Conference in Vancouver that there are still a lot of workplaces that don't have proper accommodations for women. Whether its proper restrooms in the proximity of your work station, oversize PPE, etc., this is unacceptable in 2019. The District is committed to making sure that all USW workplaces have the needed accommodations. Please talk to the women in your workplaces, find out what's needed, educate other employees and make this a bargaining priority.

The District is looking for health and safety instructors. Interested? Please let your staff representative know.

I hope you all have a great session, wishing you a safe travel back home.

In Solidarity,

Richard

Ford Tracker for "May 2019"



- ⇒ Forced "bumping" of high school teachers and may lead to lay offs at the TDSB
- ⇒ Slashed $84.5 million funding for children and youth at risk including children's aid societies
- ⇒ Eliminating the Transition Child Benefit in November 2019 (i.e., for parents, including refugee claimants, on OW or ODSP who are ineligible for the Ontario Child Benefit)
- ⇒ Appointed Special Advisors to conduct a review of the WSIB
- ⇒ Announced the termination of the Beer Store contract, jeopardizing 7000 decent jobs
- ⇒ Ended a $50 million fund to help control childcare costs for families
- ⇒ Asked municipalities and school boards to find 4% in "efficiencies" (i.e., cuts) to services
- ⇒ Cut funding to various ministerial programs and services (e.g., $16 million cut from the Occupational Health and Safety Program's Prevention Office; 50% of funding cut from the Poverty Reduction Strategy)
- ⇒ Produced the cut of over 300 elective courses in high schools across Toronto
- ⇒ Slashed the TDSB budget further, jeopardizing French immersion, learning centres, and transportation services



- ⇒ Cut the number of northern public health units from 9 to 2
- ⇒ Considering privatizing the LCBO's distribution business
- ⇒ Scrapped funding for stem cell research (i.e., the Ontario Institute for Regenerative Medicine)
- ⇒ Produced the shutdown of public policy think-tanks, the Mowat Centre and the Institute for Competitiveness and Prosperity
- ⇒ Invested $100,000 in hats for hunters
- ⇒ Raised highway speed limits on three provincial highways (400-series)
- ⇒ Froze funding for land ambulance services
- ⇒ Eliminated funding for Gambling Research Exchange Ontario, which researches problem gambling research
- ⇒ Cut $9.5 million from Tourism Toronto (25% of funding) and $3.4 million from Ottawa Tourism
- ⇒ Produced the loss of 44 jobs (i.e., 15% of staff) at Ontario Telemedecine Network, a non-profit that helps Ontario patients access health care through videoconferencing
- ⇒ Produced the loss of 3 million trees from Ontario tree nursery

For a cumulative list June 2018 to present go to OFL.ca/Ford tracker

USW STAFF REPORT

by John Goldthorp

As Ford attacks, Communities React!

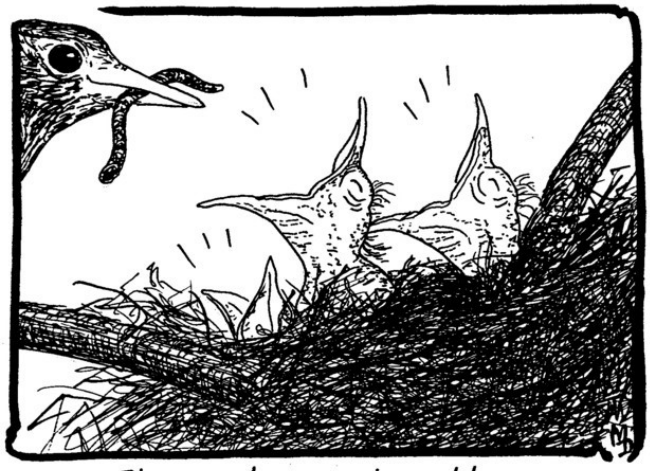
You can hardly open a newspaper, turn on the radio, or browse the Internet without another Ford attack on hard working Ontarians being front and center. Whether its Toronto transit, publically funded institutions such as high schools and Universities, Health Care or even the Beer Store. We are in for a long hard road if we continue to let his narrow minded view of public purse before public service create an environment that we see the most vulnerable in our society suffer the most from, and that we will be decades recovering from.

We thought Harris was bad; we should have learned from those lessons that history has a tendency to repeat itself. Well here we are again, on the cusp of some of the deepest cuts to all of the essential public services and social safety nets that responsible citizens have campaigned for and built over time. Are all our services perfect, NO! but if we let him and his government continue to wreak havoc on them, we won't have any services left to protect the most vulnerable in our society.

Is everything doom and gloom? I certainly don't believe so. But it will take more than just Labour shouting about the injustices in the halls of government. It's going to take a concerted effort between all in society who have a stake to lose. I believe it will take Community to rally to thwart the evil doers in government. It will take the Labour community, the Health Care community, the Education, manufacturing, and public services communities, all the communities we work and live in daily to rally, put aside their differences and squabbles and fight the tirade of "open for business, no matter the cost" and "buck a beer, at every corner store" type of public policy that is running rampant with this Trump wannabe, disconnected bureaucrat, who can't see past his belt line to the people he and his policies are trampling on in his hurry to appease his crony "1%" donors. The recipients of his patronage appointments and the hoards of campaign donors who filled the coffers of the PC party's warchest are now lining up in droves to eat at the trough of scraps left by his mantra of "let's make Ontario great again".

Ontario is great, not as great as is can be and not as great as it once was, but it certainly isn't the society and place that I want to leave for my kids and grandkids. So what has to change, besides the ruling government, the attacks on social policy, and the ever growing inequality in our workplaces and communities??

Personally, I think the change starts with each one of us. We need to take a hard look in the mirror and if we don't like what we see, we need to change that first. Self-reflection is the building block to greater change; change in self seeds change in others. Can I be a better person to my family, friends, co-workers? And in turn does that get paid forward to starting a chain reaction of change. True change that resonates, change that makes us better, our communities better, despite the onslaught of "purse before people" policy that spews from the mouth of this PC government.



It pays to speak out!

Ford will only stop when we say enough is enough, whether by concerted public outcries or by the ballot box. As the saying goes, "all it takes for evil to succeed is for good men to do nothing". We'll we can't do nothing any longer. We can't say "change is coming", we must act now and change today!

Sincerely,

John

Workers continue to pay high price for exercising OHS rights, study

April 24, 2019

Employer reprisals against workers attempting to exercise their health and safety rights remains a top concern according to a new, soon-to-be published study.

Despite a few improvements to the complaints process some eight years ago, workers are still being fired illegally for exercising health and safety rights, rarely do they get their jobs back, and rarer still do employers suffer legal consequences.

"What we heard is a pretty strong indication the system designed to protect workers who advocate for safer, healthier work is broken," says Andy King, McMaster University-based researcher and lead author of the study funded by a grant from the Prevention Branch of the Ontario Ministry of Labour (Ministry).

"Most workers went into the process looking for compensation and expecting their employer would be punished," adds King. "Some reported being satisfied with the financial outcome. All, however, were extremely disappointed that despite clearly breaking the law the employer suffered no legal consequences. Many also reported frustration with the fact the initial health concern was never resolved."

Consequences for workers

Under Ontario's *Occupational Health and Safety Act (the Act)* section 50 prohibits an employer or supervisor from disciplining or threatening a worker who has acted in accordance with *the Act* or sought its enforcement. A worker who suffers a reprisal may file a grievance if covered by a collective agreement or seek to have their complaint heard by the Ontario Labour Relations Board (OLRB).

King worked with Wayne Lewchuk, economics and labour studies professor and other researchers from McMaster University, along with the Labour OHCOW Academic Research Collaboration (LOARC), an association of worker health and safety representatives, practitioners and researchers working to support effective worker participation in health and safety. Together, they documented the first-hand reprisal experiences of 25 workers and reviewed almost 700 of the 1,200 plus OLRB reprisal cases filed between 2007 and 2017.

Just four of the 25 interviewed kept their job as part of the resolution of the reprisal. All four were union members and three of them were health and safety representatives. Notably, two representatives discontinued their roles as a result of their experiences, while a third reported ongoing harassment from their employer.



The review of OLRB files painted a similar picture of disregard for occupational health and safety law and significant consequences for workers. The files showed workers were punished for:

- **reporting hazards (67 per cent of OLRB cases)**
- **exercising their rights as a health and safety rep or contacting a Ministry inspector (43 per cent)**
- **complaining about harassment (31 per cent)**
- **refusing unsafe work (28 per cent)**
- **suffering a work-related injury (10 per cent), and**
- **needing accommodation (6 per cent).**

"These workers had done what the law encouraged them to do in reporting safety concerns or exercising their obligations as a health and safety representative," explains King. "For this, they received a pink slip and, on average, a $5,000 settlement."

No consequences for employers

Financial settlements were common and mostly agreed to without an OLRB hearing. This was not shocking to researchers considering workers interviewed for this study, including union members, all reported pressure to settle their case.

Again, beyond cutting a cheque for a few thousand dollars, employers faced no further consequences for breaking the law. No formal charges, no investigation and no public disclosure of wrongdoing.

Even Ministry health and safety inspectors, whose job it is to enforce health and safety law, have no authority to deal with employers who punish workers. Ministry policy dictates they only investigate the health and safety concerns that may have led to the reprisal complaint.

The findings suggest even calling an inspector to investigate a health and safety concern can lead to reprisal. This was found to be the case in nearly 30 per cent of the OLRB cases reviewed.

Fixing a broken system

"The first-hand stories we heard from affected workers and the information gathered from the OLRB data suggests without a better system of enforcement and significant deterrents, workers bold enough to exercise their occupational heath and safety rights are at risk of being punished rather than applauded," says King.

In December 2010, a government-appointed Expert Panel reviewing Ontario's occupational health and safety system acknowledged workers needed improved protection from reprisals, greater support for those affected and speedier handling of complaints. In part they came to this conclusion based on research supported by the Ontario Federation of Labour.

In response to Expert Panel recommendations, the Office of the Worker Adviser realized an expanded mandate to represent unorganized workers who have suffered a reprisal. (Unorganized workers can also seek help through the Workers' Health and Safety Legal Clinic.)

However, Expert Panel recommendations did not include many others submitted to one of their key working groups and in answer to their question, "Is the reprisal protection currently provided sufficient to protect workers who raise health and safety concerns or exercise their rights under the legislation?"

So for instance, the Expert Panel ignored a recommendation to enact reprisal protections similar to Manitoba legislation. Under Manitoba's *Workplace Safety and Health Act* Ministry inspectors have the ability to redress reprisal complaints immediately without subjecting workers to complex legal systems. These inspectors are a specialized group within the Ministry and are supported with appropriate training in order to make informed decisions. First step appeals are handled by a Director's decision, with second step appeals *only* going to the Manitoba Labour Board. Also critical are the specific references to the ways workers exercise their rights, including the performance of duties for joint health and safety committee members and representatives.

In addition to the pending release of their final study, LOARC/McMaster researchers are also currently developing a Workers' Guide to help navigate the reprisal system in Ontario and a way forward to secure a more just system.

May 31, 2019 · USW Media Release ·

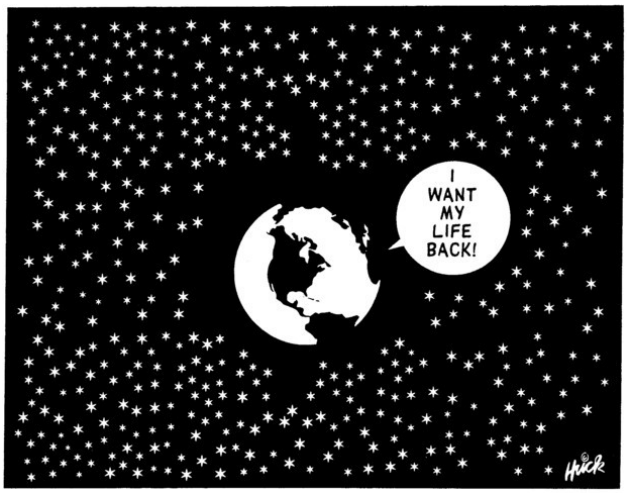
NDP Climate Plan Protects our Planet and our Jobs – Steelworkers

TORONTO – The New Democratic Party's climate plan released today shows it's possible to put workers at the heart of action for our climate, says the United Steelworkers (USW).

"The NDP has always been a leader with its environmental policy. Jagmeet Singh's bold climate action and jobs plan goes even further. This plan takes real action right away for our planet, respects Indigenous rights and invests in creating good, family-supporting jobs," said Ken Neumann, USW National Director.

The USW represents 225,000 members working in all sectors across Canada including steel and aluminum, telecommunications, post-secondary education, mining, paper and forestry, plus office, technical and service workers in health care, security, hotels and more.

Members of the USW work in energy- intensive industries and are the workers whose livelihoods are directly affected by the phase-out of coal-fired electrical generation, by the increased number and intensity of wildfires and by decisions about how to create the jobs of the future. Our members are also involved in environmental advocacy and climate change action.



The United Steelworkers is a founder of Blue Green Canada, a coalition of labour, environmental and public policy groups that are working together on research, public awareness and lobbying efforts for sustainable jobs and environmental protection.

"This is the most comprehensive environmental platform of any of the parties," said Neumann. "This climate plan is worker-oriented and jobs-centred. Our members want to be involved in the decision-making, and this plan specifically mentions working with labour and refers to the recommendations of the *Task Force on Just Transition for Canadian Coal Power Workers and Communities*, that our members and our union took an active role in," said Neumann.

Steelworkers and all workers in carbon-intensive industries know that workers can't adjust to transformations on an individual basis. "Just transition" must take into account good jobs – union jobs – in viable communities and regions.

"The USW likes what we see in the NDP climate plan: 300,000 jobs building a clean energy future in the next four years; implementing UNDRIP, which our union has been calling for; affordable housing, significant training and employment support, beyond just Employment Insurance," said Neumann.

"The NDP is the party that shares our union values of fighting for workers' rights, good jobs and social justice. This climate plan is further proof that the NDP is the party for workers," said Neumann.

Women of Steel Making Community Connections

The recently established USW Women's Committee in Chalk River, Ont., is already making community connections with its activities.

To mark International Women's Day 2019, the committee, which draws members from USW locals 4096 and 1568 – workers at Canadian Nuclear Laboratories (CNL) – sponsored the fees for 20 participants to attend a Wen-Do women's self-defence class put on by the Women's Sexual Assault Centre in Pembroke, Ont.

After the class, members of the women's committee met with some of the agency staff to further USW's community links.



"We were an independent union for so long. No one had heard of us or knew who we were. USW is such a strong union, so well-known, we want the surrounding community to know about us because Steelworkers make great neighbours," said Paulette Benoit, President of USW Local 4096, representing two USW units of office, clerical and radiation protection personnel.

Future activities include a sock drive for Columbus House, a Pembroke residence for young women, and work is underway to bring in the USW's new Equity Advocate training, to provide education, referral and advocacy for members experiencing domestic violence or harassment.

usw.ca
May 17, 2019 ·

United Steelworkers Welcomes Tariffs Deal, Urges Strong Measures to Protect Canadian Steel

TORONTO – The United Steelworkers (USW) welcomes today's agreement between the United States, Canada and Mexico to lift U.S. tariffs on aluminum and steel, but urges the Canadian government to impose critical measures needed to defend Canada's steel sector against import surges and unfair trade practices.

"We have fought the U.S. tariffs non-stop for close to a year and their removal is good news for workers, producers and communities across the country," said USW National Director Ken Neumann.
"Our union has been pushing as hard as we can – in Canada and in the U.S. – for these tariffs to be lifted. We've finally achieved that goal, but it should have been resolved long ago," Neumann said.

"From the outset we have taken the position that these tariffs were illegal and unjustified. They were imposed on the basis that our exports posed a threat to U.S. national security, but of course Canadian steel and aluminum have never posed any such threat," he added.

"These absurd tariffs were particularly harmful because Canada and the U.S. have an integrated market in steel and aluminum," Neumann said.

"The tariffs have had a significant effect on Canadian workers, with more than 600 layoffs in the steel sector. Additionally, new investments in our steel and aluminum sector have been put on hold or jeopardized due to the instability caused by these tariffs," he said.

"Our steel sector and our workers are still at risk from predatory practices of foreign producers who flout fair trade rules and who are now shut out of other markets. It is critical that the federal government impose measures to stabilize our market and defend Canada's steel sector from these destructive practices.

"As it is, Canada stands alone in failing to protect our markets, while the U.S., Mexico and Europe have taken strong action to defend their steel industries."

The USW is waiting to learn all the details of the agreement announced today, to determine the merits and efficacy of monitoring mechanisms intended to address potential surges of steel dumping from countries including China, Turkey and India.

The poem that inspired a movement

December 1, 2018

On December 1, 1911, The American Magazine published a poem with the title “Bread and Roses” for the very first time. Over the next few years, it would become an anthem of the trade union movement, linked to the struggle for social justice and equality.

Now a favourite anthem of the labour movement around the world, James Oppenheim was inspired to write the poem by a slogan “Bread for all, and Roses, too”. When his poem was published again in 1912, the slogan was attributed to women trade unionists – and the association stuck.

Oppenheim’s poem was also associated with the 1912 Lawrence textile strike, often referred to as the “Bread and Roses” strike. Led by immigrant women workers, the strike developed new tactics that have become standard procedures in labour disputes, among them the moving picket line to get around loitering charges.

It received a new lease on life with the resurgence of the women’s movement in the late 1960s and the interest in the role played by women in trade union history. In 1974, Mimi Fariña composed the now familiar tune that has become a standard for women in the labour movement.

In Canada, the slogan was reborn as the theme of the “Bread and Roses March” and the “World March of Women” that it inspired.

The first Bread and Roses March, an initiative of the Fédération des femmes du Québec, began on 26 May 1995. Over the course of 10 days, more than 800 Québécoise demonstrators set off from Montréal, Longueuil and Rivière-du-Loup and converged on Québec City with nine demands of the government to combat poverty.

The theme song of the march, Du pain et des roses, composed by Hélène Pedneault and Marie-Claire Séguin remains an anthem of the labour movements of Quebec and Canada.



BREAD AND ROSES

As we go marching, marching, in the beauty of the day
A million darkened kitchens, a thousand mill lofts gray
Are touched with all the radiance that a sudden sun discloses
For the people hear us singing, bread and roses, bread and roses.
As we come marching, marching, we battle too, for men,
For they are in the struggle and together we shall win.
Our days shall not be sweated from birth until life closes,
Hearts starve as well as bodies, give us bread, but give us roses.
As we come marching, marching, un-numbered women dead
Go crying through our singing their ancient call for bread,
Small art and love and beauty their trudging spirits knew
Yes, it is bread we. fight for, but we fight for roses, too.
As we go marching, marching, we’re standing proud and tall.
The rising of the women means the rising of us all.
No more the drudge and idler, ten that toil where one reposes,
But a sharing of life’s glories, bread and roses, bread and roses.

Ontario workers face less protection from injury

By: **Nora Loreto**

This originally appeared at the National Observer

On Nov. 17, 2017, a worker at the Recochem plant in Milton, Ont., tripped and fell into a plastic bottle-making machine and suffered critical and permanent injury. The bottles weren't coming out right and the worker had gone to the top of the blow moulding machine to see if the exhaust pipe was blocked.

The Ministry of Labour published these details on May 3, 2019. Recochem Inc. was charged with violating the Occupational Health and Safety Act and fined $100,000. The company pleaded guilty to not ensuring that guards and rails were in place to help keep workers from falling into dangerous machinery.

Recochem produces household and industrial chemical products, including under the brands Armor All, STP, Windex and Varsol. The Montreal-based private company is operated by members of its founding family and owned by HIG Capital, a global investment firm that has more than $30 billion in holdings.

Staff at Recochem's Milton plant said the company will not be commenting on this decision, and then hung up. A phone number for their corporate headquarters goes to an IT department line.

Missing guards and other protective measures are a common cause of worker injury and death in Ontario. On May 9, Clean Water Works Inc. was fined $100,000 for not equipping a plant conveyor with a guard to prevent workers from being caught in a conveyor's pinch point. On Jan. 18, 2018, a worker at Clean Water Works was pulled into the machine and suffered a permanent injury.

On April 28, Ontario Plants Propagation Ltd. in St. Thomas, Ont., was fined $55,000 for not equipping a robot in their greenhouse operation with guards. A worker who was trying to clear a lodged plant tray was pinned by the robot and injured.

On April 24, Vinyl Window Designs Ltd. in North York was fined $165,000 when a worker was killed as he was troubleshooting a problem with a machine. There were no guards or protective barriers to shield him from the machine's moving parts.



At least three other companies were fined in 2019 for violations related to missing guards or protective devices. The Ministry of Labour only announces these infractions when the fines are large enough to warrant a public notice.

Doug Ford cuts will worsen situation.

Ministry of Labour spokesperson Janet Deline said that it would require a systemic analysis to see whether a lack of guards or other protective devices were causing systemic workplace safety problems, as the ministry looks at every situation case by case. They inspect workplaces both proactively and reactively, when an incident such as a worksite injury, has been reported to the ministry.

The Ministry of Labour targets specific sectors and industries proactively to ensure that companies are adhering to health and safety regulations. And when a Ministry of Labour inspector is called in to react to an incident, Deline says that they would inspect the worksite for other potential problems of compliance.

If the inspector sees that something is not compliant, they will order that the employer fix the problem.

Aidan MacDonald, community legal worker at the Injured Workers' Community Legal Clinic in Toronto, says that things are going to get worse for Ontario's workers, due to decisions by Doug Ford's government to cut funding to workers' health and safety programs. The Progressive Conservative government is cutting the number of proactive inspections and safety inspectors, says MacDonald.
Employers will also have less oversight, as the 2019 Ontario Budget promised that employers could go online to educate themselves about their responsibilities.

"They're really weakening the bare minimum protections that workers should have on the job. Of course the result is going to be that more people are going to be injured and killed," said MacDonald.

Deline said that the Ministry of Labour will continue proactive and reactive investigations. "We still do the same thing we've done with previous governments and the current government," said Deline. "Nothing has changed."

With each of these injuries occurring during the mandate of the previous government, it's perhaps that nothing has changed that makes the recent cuts to health and safety even worse. At the Injured Workers' Community Legal Clinic, MacDonald says that nearly everyone who comes into his clinic has a workplace injury that's permanent.

"The workers' compensation system is doing its best to not recognize permanent injuries because permanent injuries are the ones that cost the system the most. The people who actually need the most support often get treated the worst," says MacDonald. This causes a downward spiral where injured workers may lose their homes, suffer strained relationships with families and develop mental health injuries. "It's a cascading effect that devastates peoples' lives," he said.

The Ford government has also reduced employer premiums to the Workers' Compensation and Insurance Board, making it even harder for people to access benefits. And, the government's 30 per cent cut to legal aid funding is going to devastate clinics that work on behalf of injured workers, like the Injured Workers' Community Legal Clinic.

USW District 6 Health Care Activists Mobilize in Canada and Prepare for More Action

Approximately 30 USW health care members met to talk about the importance of bargaining and learn how the union approaches negotiating strategies to win the best possible contracts for its members. With health care workers having no right to strike in Canada, activists must use union organizing and other grassroots efforts to obtain the language and standards they need and deserve in an industry plagued with short staffing and workplace violence.

“Right now, there’s not enough funding or resources to suffice the growing needs in the long-term care industry,” said District 6 Area Coordinator Richard Leblanc. “And the legislated process to resolve impasse during bargaining is broken, so we need to go back to the good old days of activating our membership.”

One major outcome of the council’s meeting was the creation of a subcommittee, which will focus on those mobilization efforts and begin forming an action plan to tackle the many issues health care workers need addressed, including burnout, standards of care, and the right to refuse unsafe work.

The activists in Ottawa last Thursday also rallied at an intersection near the office of Lisa MacLeod, a politician serving in the Legislative Assembly of Ontario, to call for real fixes to these challenges. They handed out leaflets to drivers waiting at red lights as well as directly to MacLeod’s office.

“The private sector is not the answer,” said Audra Nixon, president of the District 6 Health Care Council. “Good public policy is, and that’s why we need to make our voices heard.”



Good reception from passing traffic as D6 USW Health Care Council demonstrates at MPP Lisa MacLeod’s office in Nepean to advocate for more resources for long term care

HEAR 'EM ROAR

Tiny village triples turnout for Women's March

By:

Canadian Labour Institute

IT'S AS IF THE SONG WAS WRITTEN FOR THEM. "I am woman hear me roar / In numbers too big to ignore." That's what the women's anthem I Am Woman says and that's what the women of tiny Sandy Cove Nova Scotia proved the day of the International Women's March on January 19.

About 50 people showed up to the village's march this year—more than triple the number who turned up at the first march there in 2017.

Internet stars

The 2017 march in the village became an international internet sensation because the village is tiny and remote. There are only 65 permanent residents in Sandy Cove. The village is in Nova Scotia at the end of a long finger of land the juts into the Bay of Fundy. There is one road in and one road out.

The 2017 marchers walked that road, between the local school and the fire hall, for an hour in drizzly weather. It was enough time for two boatloads of cars to pass by after getting off the ferry that connects the communities on Digby Neck.

Kadijah Photiades was one of the people who marched in 2017. She posted a short Facebook video of the march of just 15 locals. It went viral.

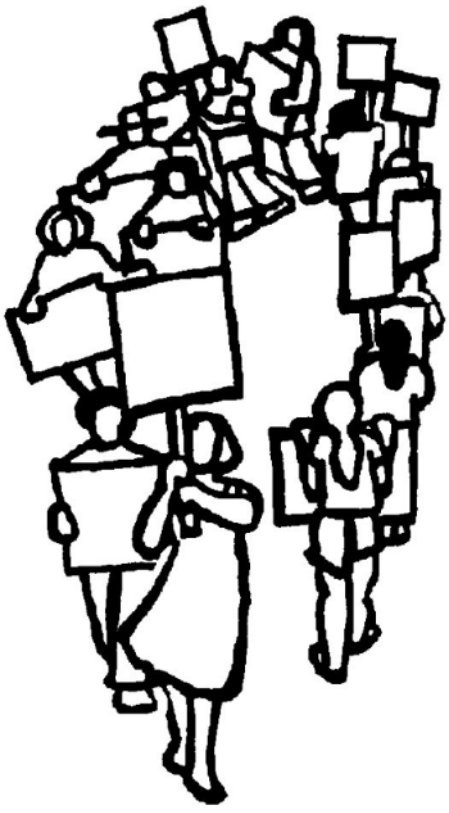
It had 150,000 views the next morning and had attracted hundreds of comments. The New York Times published a photo of the Sandy Cove marchers.

Kadijah said, "One woman said she had looked at all of these marches all around the world, and it wasn't until she saw our little tiny march in Sandy Cove that she actually burst out crying. It made my heart very happy."

Another year, a bigger march

Local Sandy Cove march organizer Gwen Wilson says this year cars honked and onlookers cheered as the group moved down the road to demonstrate their solidarity with all the other women and men around the world marching for women's rights on that day.

The 64-year-old retired teacher says she thinks the support in Sandy Cove shows "you don't have to live in a big city to stand up for your beliefs."



Wilson says the pint-sized 2017 demonstration had a "groundbreaking" impact on Sandy Cove, leading to a community-wide discussion about women's rights that is still going on.

A number of the marchers this year wore red scarves in memory of murdered and missing Indigenous women.

The driving force behind every Women's March is the determination to end the plague of accepted violence against women. Every woman who has been a victim of male violence has her own story. Melissa Merritt was co-organizer of the march. Her story reveals a particular small town aspect of the issue.

Melissa said she used to be in an abusive marriage, and many members of the community—including other women—turned their backs on her because of her partner's social status.

"I was told by an older lady in the community at that time that we don't call 911 here. I was never extended a hand for help," she recalled.

"In my heart, I'm marching for women to lift other women up, and to educate the women that are telling other women that it's acceptable to put up with this kind of stuff."

This article was originally published by The Canadian Labour Institute.

TAKE ACTION@ canadianlabour.ca

Canadian Labour Congress
Congrès du travail du Canada

Add your voice to the following CLC Campaigns:

PHARMACARE: A plan for everyone
3.5 million Canadians can't afford the medication they need. Our video tells the true story of what this meant for one Cambridge, Ontario family. Because of the cost of a pill, Judy and Gary Pope faced an impossible choice: keep their family home, or pay for medication that would prolong Judy's life. Watch their story, and then add your voice to our call for a universal prescription drug plan for all Canadians.

Let's secure workplace pensions
The federal government has made it possible for low-income working seniors to keep more of their Guaranteed Income Supplement (GIS). But the government must do more to protect pensioners in the event of a company going bankrupt.

General Motors is betraying workers by closing its Oshawa plant
GM is closing its plant in Oshawa, Ontario, after 100 years. This is devastating news for the families of the 2,500 workers (Unifor Local 222) and for the thousands of other families and businesses who depend on the plant. By closing its Oshawa plant, GM is also showing contempt for every Canadian whose taxes bailed out the company in 2009

Canada's postal workers deserve better!
At the bargaining table, Canada's postal workers have been calling for better health and safety protections, and for pay equity. When the federal government ordered them back to work, it did more than side with an irresponsible employer— it tore up their fundamental Charter rights. Not only is this unfair, it's unconstitutional — and we need to say so right

Canada bans asbestos at long last — but it's not enough!
Thousands of Canadians have died because of exposure to asbestos. New regulations that came into place at the end of 2018 will help reduce that number over time. But there's more to do, and all levels of government must do their part.

#DoneWaiting
Women in Canada are done waiting. We want to be able to go about our lives feeling safe and secure. We want our work to be valued based on skill, effort, responsibility, and working conditions, leaving no room for gender discrimination. And we want to be able to go to work knowing our kids are safe and well cared for.



MEANWHILE, OUTSIDE THE FOREST FIRE ZONE...

15th ANNUAL FRANK FARLEY GOLF TOURNAMENT

Saturday September 7th 2019

AMHERSTVIEW GOLF CLUB

477 GOLF COURSE ROAD

KINGSTON ON K7P 2T6

TOURNAMENT WILL BE 18 HOLES "BEST BALL"

REGISTRATION 11:00 a.m.

LUNCH 11:30 a.m.

SHOTGUN START 1:00 p.m.

(time is subject to change depending on number of registrations)

Price $360 per four player team or $90 per person.

Includes, lunch, steak dinner, power cart, 18 holes of golf. Entrants will be on a first come, first serve basis.
Each player is required to bring a gift to donate as a prize in value up to $25.00

.

Please provide names of players and a phone number for a contact person from your local.
Cheques payable to EOAC in care of Don Arkell, 777 Newmarket Lane, Kingston, ON K7K 0C8,
phone or text 1-613-453-0100, email: Don Arkell at habsfan16.da@gmail.com

FINAL ENTRY DATE: Friday, August 23RD, 2019

REPLY AS SOON AS POSSIBLE TO DON ARKELL



"OK, fine! If that's the way you wanna play, *I'll* make obnoxious gurgling sounds the next time *you're* putting for birdie!"



Guest speakers from last session included ***Pat Van Horne*** from the Legislative Office on the Hill and ***Amanda Vyce*** from CUPE who educated us about for-profit plasma clinics. ***Eric Del Parte*** *(below) LU 6500 spoke about the District 6 Mentorship Program.*



HARDLY WORTH IT

Working for a living still leaves many homeless

By: **Canadian Labour Institute**



JOSH SMITH ISN'T AFRAID TO WORK FOR WHAT HE GETS. But what he gets isn't enough to put a roof over his head. Josh holds down a full-time job in Banff, Alberta. But when he finishes his shift he has no home to go to. The $800 he can afford to pay for rent just isn't good enough.

Instead, the 22-year-old is forced into homelessness. He has no choice but to walk around the town carrying a backpack filled with his clothes and toiletries. Always on the lookout for someplace to spend the night.

Sometimes he can catch a few hours in the local McDonald's, which is open 24/7. Sometimes in a park. One way to get away with that is to: "Flip out a little blanket and put some glasses on – act like you're tanning," says Josh.

Josh tried to get by with couch surfing, but that offered no permanent solution.

He has to resort to using public restrooms to wash, and he's not the only one.

"Every time I go, there's a buddy brushing his teeth or washing his hair. Or he's got the wet paper towel and he's wiping down his body. It's like, yeah, everyone is in the same boat as me."

Banff currently has a zero percent vacancy rate for rental properties. An additional 130 affordable housing units won't be available until late 2018 when the construction of a new tower block is scheduled to be completed.

A problem nationwide

Holding down a job and still being homeless doesn't only happen in Banff.

In Calgary, at least 40 percent of the city's homeless population is working, according to Face It Calgary, a campaign launched by a coalition of agencies to get rid of homelessness in the city.

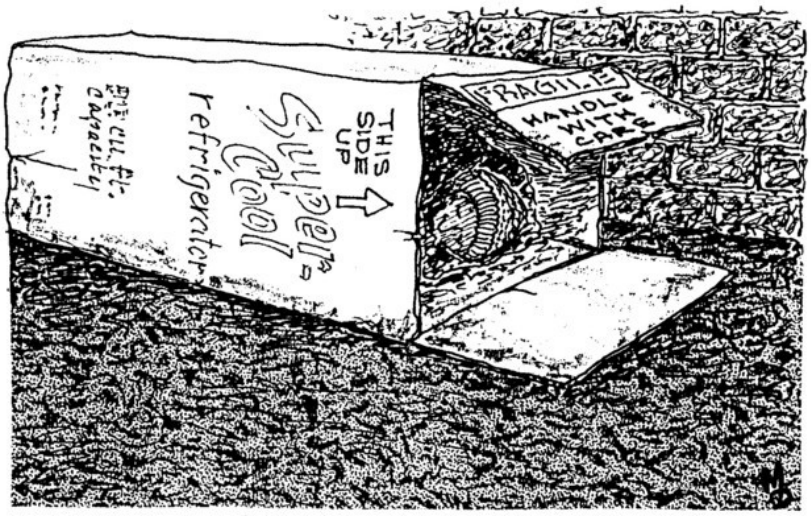
With an estimated 3,500 people homeless every night, that's at least 1,400 workers who are homeless. Another 14,000 households are considered at risk of homelessness.

In Toronto, one-fifth of homeless people are employed.

In Vancouver, it's a similar story. The speculative practices of the major banks and corporate investors keep pushing the cost of housing higher and higher. According to Vancouver's homeless count for 2016, 23 percent of the city's homeless population work. But what they earn leaves them far short of the cost of rent on the most modest apartment.

Campaigns for higher wages, like the $15 minimum wage, can be a first step in turning around this injustice. But as Josh Smith's predicament shows, even someone who is earning close to $15 an hour, will not necessarily be able to pay for a roof over their head.

Broad social changes are needed that begin with affirming the right to housing for al—particularly if you have a job.



"Affordable Housing?"

MAKE ‘EM PAY Pizza delivery man wins fight for $28,000 Domino’s cheated him out of

By: **Canadian Labour Institute**

JUAN SERVANTES WAS DETERMINED TO MAKE 'EM PAY. When Domino's Pizza didn't he complained. It got him fired. He complained some more. It finally got him the $28,144.55 he always said the fast food giant owed him.

The father of six from Mississauga delivered pizzas for Domino’s for over four years. Domino’s did not pay him minimum wage or any benefits. Juan knew this was wrong and said so.

Domino’s brushed him off. They told him they only had to pay minimum wage and benefits to “employees”—which he wasn’t, they said. They categorized him as an “independent contractor”—not entitled to minimum wage, overtime or vacation pay.

Juan didn’t buy it. He prepped vegetables and cooked pizzas in a Domino’s kitchen; he delivered Domino’s pizzas; he worked to a schedule set out by Domino’s; and he wore a Domino’s shirt. He sure felt like a Domino’s employee and not an independent contractor. Juan filed a complaint with the Ontario Ministry of Labour saying so.

‘Just money that I am owed’

In early November, the ministry ruled in Juan’s favour. They ordered the franchise to pay their onetime delivery man $28,144.54 in lost wages and benefits. “I always thought that the amount I was being awarded was merely what I should have been paid all along,” he said. “This is just money that I am owed.”

Over $17,000 of Juans’ award was due him because he was not paid the minimum wage. The remainder included vacation pay and overtime pay he hadn’t received.

The Labour Board also ruled that Domino’s unfairly treated Juan, because it removed him from its work schedule after learning that he’d filed the complaint with the Ministry in March 2018. This left Juan, his wife, and four young children without an income. “I was just trying to do something right, not only for me, but for my family,” he explained.



It pays to know your rights

After filing his complaint, Juan told CBC that he was earning just $8 per hour earlier this year plus tips. The 50-year-old also drove his own car and had no guaranteed hours.

Juan was inspired to stand up for his rights by the minimum wage increase in Ontario in January 2018, which was implemented after a long campaign by unions and labour rights activists.

He explained to CBC that he began researching his circumstances after the minimum wage went up to $14-an-hour. However, when he asked the owner of the Domino’s franchise about a pay increase, the businessman told Juan that he wasn’t eligible. Juan knew his boss was wrong. He fought on to secure his rights.

Juan did not receive money to cover the whole four years he was cheated. Ontario’s Employment Standards Act only allows the ministry to order companies to pay out unpaid wages for the two years prior to the complaint being filed. But for Juan half a pizza was better than none.

Hardly an isolated case

Juan is not the first worker who had to fight against profit-hungry, greedy corporations just to get what they are entitled to. Kyle Novak, for example, worked for a Domino’s in Guelph in February 2017 for the scandalous wage of $5 an hour.

Kyle also filed a complaint with the Labour Ministry, and won almost $200 of back pay and vacation pay.

“I’d like enough employees to be aware of it so that they can take similar action that I did and seek the compensation they’re probably owed,” he told CBC. “These stores ... they have the means to pay people a fair wage. If they aren’t doing that, I think that’s inexcusable.”

Far too many workers are victims of the outrageous practice of being categorized as independent contractors, when they plainly are not. Their employers, meanwhile, continue to reap huge benefits. Wealthy business owners don’t just save by cheating their workers out of minimum wage and overtime pay. They also avoid paying payroll tax, health insurance contributions, and other workplace benefits.

A 2015 report by the US-based Economic Policy Institute described the conditions facing independent contractors in many economic sectors as akin to “indentured servitude.” It also stressed that independent contractors can now be found in virtually all fields of the job market, including construction workers, technical workers, taxi drivers, and cleaners.

That’s why wins by workers like Juan and Kyle are so important. They show that working people can fight back—and even win— against employers with no respect for working people or their rights. It offers a rare chance to spread the good word about how standing up for yourself can make a difference.

This article was originally published by The Canadian Labour Institute.

CANADIAN ASSOCIATION CALM OF LABOUR MEDIA

2019 Steelworkers Vote Election Schools



Your chance to learn more and get involved!

USW is holding 7 Election Schools leading up to the Oct. federal election.

These one-week schools are great opportunities to learn about politics, build a network of engaged Steelworkers and do lots of work to help out in an NDP campaign.

Elections matter, and Steelworker involvement can make a difference.

Apply for a Steelworkers Vote school* at **usw.ca/steelworkersvote**

Sept. 11-17 (inclusive): **Hamilton, ON**

Sept. 18-24 (inclusive): **Toronto, ON** and **Burnaby, B.C.**

Sept. 25-Oct. 1 (inclusive): **Halifax, NS**. and **London, ON**

Oct. 2-8 (inclusive): **Sudbury, ON** and **Winnipeg, MB**

(** dates and locations subject to change)

Be ready to work! These are intense, hands-on, week-long schools running from Wednesday to the following Tuesday. They include volunteer hours each evening and over the weekend.

Local unions will be reimbursed for participant costs to attend by the USW Canadian National Office.

Don't delay. Apply today. NextGENers particularly welcome.

usw.ca/steelworkersvote

"It's important to learn political action to drive change in our society. This course also inspires thinking about how to encourage our membership." .....**Steelworkers Vote 2018 participant**

UNITED STEELWORKERS USW

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FB Post from Pembroke Pride!

Drumroll please…….
A HUGE thank you goes to United Steel Workers Local 4096 and USW Local 1568! They are the presenting partners for Pembroke Pride Week!
Your support means so much to us, and is making a big difference in the community.



Ottawa Valley Folklore



The tale of Big Joe Mufferaw was based on the life of lumberjack and athlete, Joseph Montferrand who was born in 1802. Canadian folk singer Stompin' Tom Connors wrote a song about him and he became part of history. The song, "Big Joe Mufferaw" became number 1 on the RPM Country Tracks chart in less than 2 months. The song describes many tall tales, with references to the Rideau Canal, Renfrew, Smiths Falls, Calabogie and a Pembroke Pub to name a few. Mufferaw was featured in 5 books that portray his incredible adventures as described by the old shantymen he had in met in the Central Hotel in Arnprior. A statue of Big Joe is on display in Mattawa.

Did You Know……

- There are over 3500 species of mosquitoes worldwide
- Ontario's wild turkey population is 70,000
- Canada did not experience a summer in 1816 due to the eruption of Mount Tambora in the Dutch East Indies
- The dog days of summer refer to the weeks of July 3 to August 11 which was so named after the Dog star (Sirius) which rises around this time
- There are 2078 hunting and fishing camps in Canada
- 21,361,224 pairs of sunglasses were imported in Canada in 2017

MOST PHOTOGRAPHED DELEGATE IN EOAC HISTORY…..ENJOY YOUR RETIREMENT DENIS KAVANAGH!!









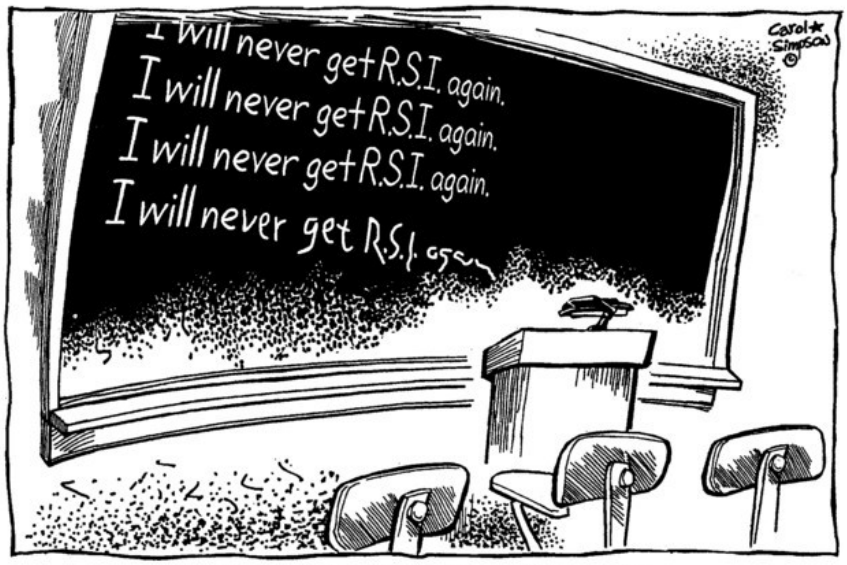








EDUCATION CORNER



The Corporate RSI Treatment Program

KDLC
Eastern Ontario Labour Education
Fall 2019 Health and Safety Educationals including ODRT Level 1, 2, 3 & 5

November 19 to November 24 2019

OCCUPATIONAL DISABILITY RESPONSE TRAINING
PREVENTION LINK

The KDLC Eastern Ontario Labour Education Spring 2019 Health and Safety Educational will be offering the following courses:

- WHSC Level 1 Basic Occupational Health and Safety Awareness
- WHSC Instructor Training ***starts November 14th and runs for 10 consecutive days***
- WSIB Level 1: Rights and Obligations & Level 2: Benefits & Services
- WSIB Level 3: Appeals and Dispute Resolution
- WSIB Level 5: Medical Orientation
- MHCC Mental Health First Aid Certification & Workplace Stress and Prevention
- Environmental Racism **runs Friday until Sunday**

For full course descriptions, to register online, or for more information about the school and the Isaiah Tubbs Resort in Picton, please visit our website: http://laboureducation.webs.com
The school will be hosted at the Isaiah Tubbs Resort and Conference Centre in Picton, Ontario, from November 19-24, 2019.

Contact: kdlceducation@gmail.com

The first 10 Young Workers (30 and under) registered and paid will receive $100 scholarship.

WORKER'S COMPENSATION CONFERENCE June 20/21 OFFERS MENTAL HEALTH 101

June 20 - June 21
IBEW Hall 353, 101 Ritson Rd. South.
Oshawa, Ontario Canada

The OFL & ONIWG are sponsoring an exciting Workers' Compensation Conference on June 20-21 at the IBEW Local 353 Hall in Toronto. The purpose of this conference is to inform our activists and advocates, to review and reinvigorate the Workers' Comp is a Right campaign, to work with our system partners to make the compensation system fairer for injured workers and to support collaboration with labour and the injured worker community to achieve these goals.

EOAC HONORARY MEMBERS LIST

W. Griffin
H.S. Clouts
Cliff Gunter
Bruce Gibson
D. McAlley
C.W. Bailey
Lorne Heard
William Cummings
William Powell
Lloyd Fell
Keith Ross
Lynn Williams
William Mahoney
Ernie Briginshaw
Frank Thompson
Jean Guerin-Lajoie
John Hollingsworth
Debbie Marino
Bea Gibson
John Cassidy
Kemis Carswell
Mike Barko
Ron Palmer
William Charbonneau
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