

USW FAMILY AND COMMUNITY EDUCATION FUND

REPORT ON 2019 PROJECTS



DEADLINE REMINDER:

All locals can submit projects for consideration until **June 30, 2020**. After that, only projects from locals contributing to the fund will be considered.

Please have your local consider joining the fund.

On the cover: Family Appreciation Day Picnic hosted by Local 7580, South Porcupine, Summer 2019

USW **FAMILY & COMMUNITY**
EDUCATION FUND



USW Fund at Work: Together we taught Cree to the small northern Manitoba community of Norway House, we inspired young women in Sault Ste. Marie, Ontario, to think about taking on a career in a non-traditional role, and we are helping a local in Contrecoeur, Quebec, educate new and young activists around the process of bargaining as they approach their next set of negotiations.

Friday Night Meal Program hosted by Local 4120,
October 2019 to April 2020, Guelph, Ont.



**USW FAMILY
AND COMMUNITY
EDUCATION FUND PROJECTS**

Project Funding

To qualify for funding, a project must fit under at least one of the fund's four theme areas. And because the "E" in FCEF stands for education, there must be some element of learning, training or education in the project.

Project requests of \$5,000 or less are reviewed by the relevant District Education Co-ordinator.

Projects seeking funding of more than \$5,000 are reviewed by a subcommittee of the advisory committee four times a year.

To apply for funding, visit the USW website usw.ca/FCEF and fill out the online application form or download it and mail in a paper form.

In 2019, 11 projects of \$5,000 or less and 12 projects of more than \$5,000 were approved. A short description of most of them are included in the following pages.

**Côte Nord sliding day hosted by six area locals,
March 3, 2019, Sept-Îles, Que.**



Photo: Karl Tremblay

Labour Day Picnic hosted by Local 6166,
Sept. 2, 2019, Thompson, Man.



REPORT ON 2019 PROJECTS

The Power to Transform

Education is a building block for activism. Knowledge is a powerful tool to influence positive change for workers. For years, USW has been educating our members so we can pursue better working conditions and happier, healthier lives. And we are not alone on this path. Our families and our communities strive for the same things. There is much to gain if we extend the power of education to these allies.

This is why USW has re-energized our Family and Community Education Fund (FCEF)

Since 1989, USW locals have contributed to the Fund which has supported activities like Steelworker Summer, Family Education Days and subsidies to local unions to send young members to district and national conferences. But it was time for the fund to step out of the shadows and increase its role in helping build our union.

In 2019, the fund reached out to local unions, encouraging them to submit proposals for projects that fit in one or more of these four themes:

- Supporting Steelworker Families
- Promoting USW in the Community
- Supporting and Engaging Young Activists
- Supporting and Engaging New Activists

Until **June 30, 2020**, any local union can apply for project funding, whether it contributes dues to the fund or not. As of July 1, 2020, only local unions which contribute to the fund will be able to apply for funds.

The fund now has a coordinator to lead promotional activities and encourage local unions to join the fund. This role was held by Eric Delparte in 2019 and, as of September 2020, is held by Gabriele Simmons. (The Coordinator's contact information is on the inside back cover of this report.)

A web page is now available that provides clear, accessible information (usw.ca/FCEF).

An advisory committee helps direct the fund. It is made up of staff and members from the three districts and the Canadian National Office. (A list of 2019 committee members is on the inside back cover.)

Labour Day Picnic hosted by Local 6166,
Sept. 2, 2019, Thompson, Man.



USW FAMILY & COMMUNITY
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DISTRICT 3
MAJOR PROJECTS



Cree Language Classes hosted by Local 9074, July and August 2019, Norway House, Man.

Local 9074 Cree Language Class

Theme areas:	Supporting Steelworker Families, Promoting USW in the Community
Date:	July and August 2019
Location:	Norway House, Man.
Funding amount:	\$8,000
Number of participants:	12 community members

The USW offered a free six-week Cree language course for the community. Through this project we increased our visibility in the community, shared in its rich Cree roots and took a step forward in the reconciliation process.

Local 6166 Labour Day Picnic

Theme areas:	Supporting Steelworker Families, Promoting USW in the Community
Date:	Sept. 2, 2019
Location:	Thompson, Man.
Funding amount:	\$8,000
Number of participants:	Approximately 1,000 members of the community

During the annual holiday in September, USW Local 6166 celebrated the achievements of labour with a BBQ and children's activities. The local also took the opportunity to distribute handouts and surveys about our union. The event featured speeches from USW leaders, political guests and more.

Labour Day Picnic hosted by Local 6166, Sept. 2, 2019, Thompson, Man.



LU 1-423 Armstrong Interior Provincial Exhibition

Theme areas:	Promoting USW in the Community
Date:	Aug. 28 to Sept. 1, 2019
Location:	Armstrong, B.C.
Funding amount:	\$3,000
Number of participants:	The fair attracts over 150,000 people

The Armstrong Interior Provincial Exhibition is an annual fair celebrating the agricultural roots of the region. The local rented a booth and members passed out information about the USW and talked about its activities with the public in attendance.

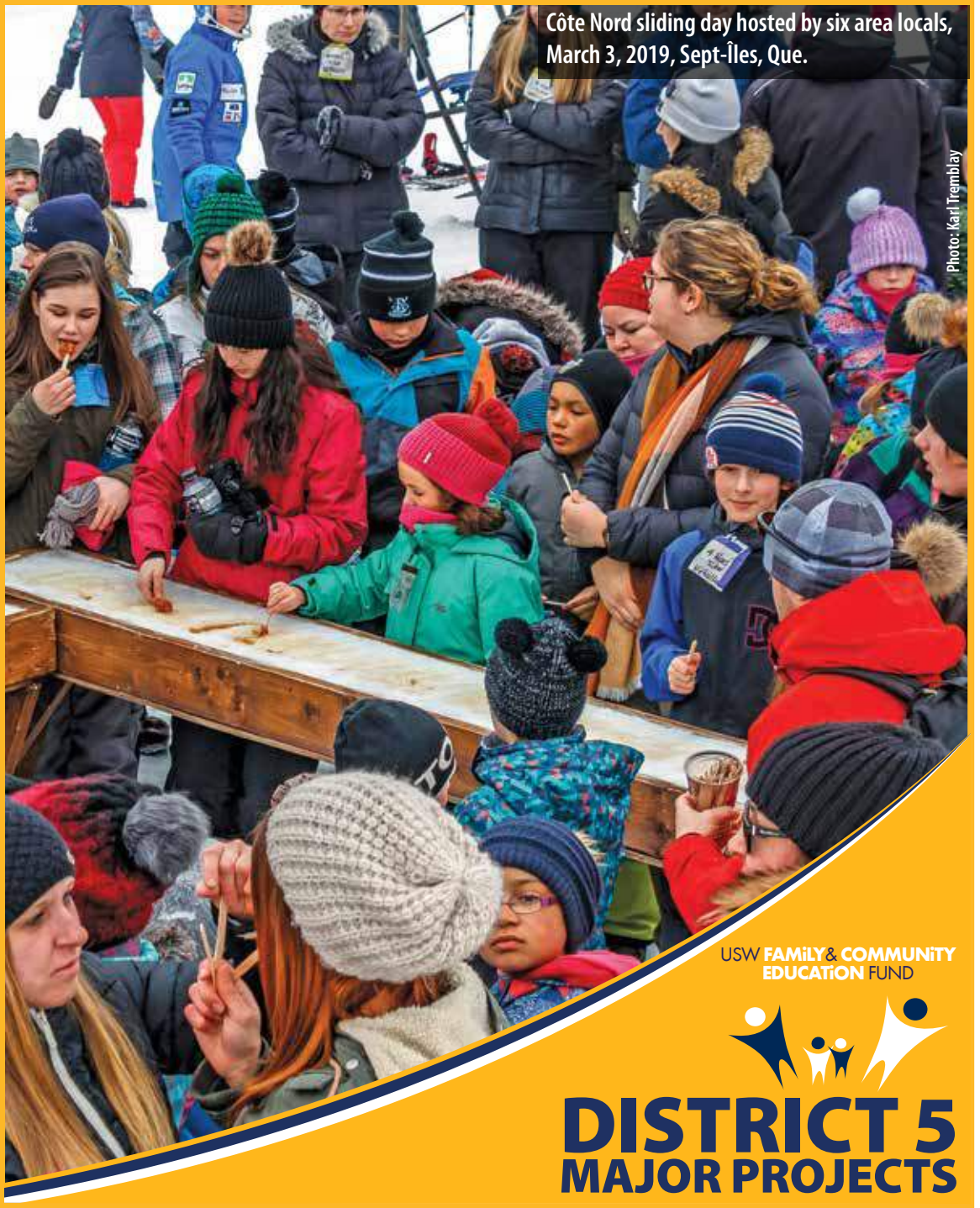
District 3 NextGen at Summer School

Theme areas:	Supporting and Engaging Young Activists, Supporting and Engaging New Activists
Date:	June 9-14, 2019
Location:	Kimberley, B.C.
Funding amount:	\$60,000
Number of participants:	Approximately 20 members

District 3 wanted to keep its NextGen program vibrant. Young members were selected from across the district to attend this annual, five-day school and receive training to increase their activist skills.

Côte Nord sliding day hosted by six area locals,
March 3, 2019, Sept-Îles, Que.

Photo: Karl Tremblay



USW FAMILY & COMMUNITY
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DISTRICT 5
MAJOR PROJECTS

Locals 5778 and 7401 Community Day

Theme areas:	Supporting Steelworker Families, Promoting USW in the Community
Date:	March 28, 2019
Location:	Fermont, Que.
Funding amount:	\$2,000
Number of participants:	100 community members

Fermont is a remote community in northern Quebec. The event was put on to create solidarity with USW members and to continue the Steelworker presence in this community. Bruno Landry, a comedian and speaker, was hired to help celebrate International Women's Day. He also spoke on the importance of humour in creating bonds and solidarity.



Celebrating International Women's Day with comedian Bruno Landry, hosted by Locals 5778 and 7401, March 28, 2019, Fermont, Que.



Côte Nord sliding day hosted by six area locals, March 3, 2019, Sept-Îles, Que.

Côte Nord Sliding Day

Theme areas:	Supporting Steelworker Families, Promoting USW in the Community
Date:	March 3, 2019
Location:	Sept-Îles, Que.
Funding amount:	\$5,000
Number of participants:	700 community members

Six local unions from across the Côte Nord organized a community day featuring outdoor fun on the snow and ice. Lunch and maple products were provided and USW leaders spoke about our union and its involvement in the community. The event was open to our members, their families and the community and its purpose was to create ties with families and the community.

Local 7531 Family Day and Local Union's Fiftieth Anniversary

Theme areas:	Supporting Steelworker Families
Date:	Oct. 12, 2019
Location:	Sherbrooke, Que.
Funding amount:	\$2,500
Number of participants:	100 members, their spouses and children

Two units within this amalgamated local were celebrating their 50th anniversary. The local hosted a meal to celebrate and invited two speakers. One talked about the units' history and accomplishments. The other speaker addressed the functioning of an amalgamated local.

Local 6586 and Académie Zenith

Theme areas:	Promoting USW in the Community, Supporting and Engaging Young Activists
Date:	July 6, 2019
Location:	Longueuil, Que.
Funding amount:	\$2,000
Number of participants:	USW volunteers, 28 motorcyclists and people present at Académie Zenith

Académie Zenith is an organization that helps families with young adults living with a disability. Steelworkers and community members took part in a 300-kilometre motorcycle run which raised \$5,865 for the organization. At the presentation over lunch, USW members talked to the young adults, their families, their caregivers and the motorcyclists about the rights of workers, labour laws and the benefits of being part of a union.



NextGen Forum hosted by District 5,
Oct. 16-18, 2019, Mont Tremblant, Que.

District 5 NextGen Forum

Theme areas:	Supporting and Engaging Young Activists, Supporting and Engaging New Activists
Date:	Oct. 16-18, 2019
Location:	Mont Tremblant, Que.
Funding amount:	\$50,000
Number of participants:	65 NextGen participants

District 5 wanted to engage new and young activists and reinvigorate the NextGen committee. The district offered scholarships to local unions who sent NextGen members who had never attended a USW event before and to local unions which sent more than one. During the Forum, NextGen Steelworkers were encouraged to become more involved in our union. Their input and ideas helped redefine the direction and purpose of the NextGen committee. On-site childcare and reimbursement for family care at home was offered to encourage the participation of members with families.

Local 2008 Family Day

Theme areas:	Supporting and Engaging Young Activists, Promoting USW in the Community
Date:	Aug. 17, 2019
Location:	Saint-Sulpice, Que.
Funding amount:	\$5,000
Number of participants:	Over 1,000 people were on-site. However, the event targeted mostly teenagers.

Teenagers participated in a USW-led educational activity which was combined with a parkour run. This activity touched on the rights of workers as well as health and safety legislation in Quebec. Prior to the event, USW members went into high schools across the region to invite students to participate. Local and regional media covered the event.

Local 6951 Mobilization 2020

Theme areas:	Supporting and Engaging Young Activists, Supporting and Engaging New Activists
Date:	April 2020
Location:	Contrecoeur, Que.
Funding amount:	\$20,000
Number of participants:	40 activists

The local will offer two two-day training sessions to mobilize and prepare young and new activists for upcoming contract negotiations. Their collective agreement expires on Aug. 1, 2020. Participants will learn about mobilization, labour relations during bargaining, specific details about their pension plan and the effect of a two-tier pension system on new and young workers.

Mentorship Program hosted by District 6,
March 2019 to October 2020, throughout District 6



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DISTRICT 6
MAJOR PROJECTS

District 6 Mentorship Program

Theme areas:	Supporting and Engaging Young Activists, Supporting and Engaging New Activists
Date:	March 2019 to October 2020
Location:	Throughout District 6
Funding amount:	\$175,000
Number of participants:	66 participants

This program matches learners with mentors based on learning goals and strengths. During a two-day orientation session, mentoring partners first meet each other, create a bond, learn communication techniques and develop a learning plan. Afterwards, participants meet via phone, skype or another platform at least once a month for the next 12 months.





Friday Night Meal Program hosted by Local 4120, October 2019 to April 2020, Guelph, Ont.

Local 4120 Friday Night Meal Program

Theme areas:	Promoting USW in the Community, Supporting and Engaging New Activists
Date:	October 2019 to April 2020
Location:	Guelph, Ont.
Funding amount:	\$5,000
Number of participants:	100-120 community members each Friday night and 30 USW volunteers

The project provides food every Friday night over 24 weeks to community members in need. Volunteers from Local 4120 help cook and serve food while having face-to-face conversations with people about the United Steelworkers. The local plans to attract participation from union members who don't usually take part in typical union functions.



Woman of Steel Barbecue hosted by Local 2251, Aug. 24, 2019, Sault Ste. Marie, Ont.

Local 2251 Women of Steel Barbecue

Theme areas:	Supporting Steelworker Families, Promoting USW in the Community, Supporting and Engaging New Activists
Date:	Aug. 24, 2019
Location:	Sault Ste. Marie, Ont.
Funding amount:	\$7,300
Number of participants:	800 people from the community

Prior to the event, members of the local's Women of Steel Committee, who work in the trades, knocked on doors in the community to invite families to this free event. The goal of the barbecue was to spark conversations about women in non-traditional occupations. The event attracted media attention, with the local newspaper, The Sault This Week, featuring a front-page article about the event with photos.

Northeastern Ontario Area Council Young Worker Awareness Program

Theme areas:	Promoting USW in the Community, Supporting and Engaging Young Activists
Date:	2019-2020 school year
Location:	Northeastern Ontario communities and high schools
Funding amount:	\$20,000
Number of participants:	1,000 students and five to six USW activists

Members of the Northeastern Ontario Area Council will give presentations to high-school students about workers' rights, occupational health and safety and the benefits of belonging to a union.

Local 4120 Equity Advocate Training

Theme areas:	Supporting and Engaging New Activists, Promoting USW in the Community
Date:	Mental health training occurred in October 2019 and the vicarious/secondary trauma training occurred in November 2019
Location:	Guelph, Ont.
Funding amount:	\$25,000
Number of participants:	Nine participants

Local 4120 created the first system of Equity Advocates in the United Steelworkers in 2018, training 11 activists to offer support to members experiencing domestic abuse or sexual harassment. After their first year of work, the local wanted to offer mental health first-aid and vicarious/secondary trauma training for the advocates to support them and increase their ability to help members.

Local 6500 Labour Day and First Aid Course

Theme areas:	Supporting Steelworker Families, Promoting USW in the Community
Date:	Sept. 2, 2019, and TBD 2020
Location:	Sudbury, Ont.
Funding amount:	\$15,000
Number of participants:	250 participants

The local union offered a free first-aid course to members, their families and community members. At the beginning of the course, a member of the local welcomed participants to the union hall and promoted the USW. The training itself was led by a member of USW Local 2020.

Local 9329 and Southwestern Ontario Area Council "Connecting Families and Our Union"

Theme areas:	Supporting Steelworker Families
Date:	April 2020
Location:	Pittsburgh, PA
Funding amount:	\$29,500
Number of participants:	80 participants

Activists from the area council and their spouses will travel to Pittsburgh for their area council meeting. A special meeting will be organized for the spouses to learn more about our international union, the integral role that local activists play and the history of the United Steelworkers.



Family Appreciation Day hosted by Local 7580, July 20 and Aug. 24, 2019, South Porcupine, Ont.

Local 7580 Family Appreciation Day

Theme areas:	Supporting Steelworker Families
Date:	July 20 and Aug. 24, 2019
Location:	South Porcupine, Ont.
Funding amount:	\$4,500
Number of participants:	100 members and their families

Two barbecues were held for members and their families in this Northern Ontario community. Games, a bouncy castle and food were provided and USW leaders spoke about USW values, achievements and how important it is to be part of the community.

District 6 Women of Steel Workshop Dependant-Care Coverage

Theme areas:	Supporting Steelworker Families
Date:	Oct. 6, 2019
Location:	Toronto, Ont.
Funding amount:	\$1,500
Number of participants:	Up to 25 families

On-site dependant care and reimbursement for dependant-care costs were offered to ensure members with dependants could participate in a one-day training workshop.



Top Left: Eric Delparte, Warren Luky, Dayna Sykes, Alexandra Eshelman,
David Oliveira (no longer on the committee), Maude Raiche, Marco Ouellet
Bottom left: Mark Rowlinson, Adriane Paavo, Anita Bryan



Family Day and Local 7531's 50th anniversary,
Oct. 12, 2019, Sherbrooke, Que.

Priorities for 2020

Remember: the open period will continue until June 30, 2020. We encourage local unions to think about strengthening their local or community by applying to the fund.

We also ask all locals to consider joining the fund so we may continue to support spectacular projects and educate Canadians about unions and the importance of activism for a thriving working class.

In order to assist locals in including educational components in their projects, the USW Education and Equality Department will create a series of activities that can be easily incorporated into FCEF events. These activities will be appropriate for children, adults or mixed audiences and will be designed to run for different lengths of time.

For more information on how your local union can join the fund or apply for project funding, please visit usw.ca/FCEF.

Join the fund, and give your local the Power to Transform.

Thanks

The reinvigorated Family and Community Education Fund has received a warm and enthusiastic response from Steelworkers. Thank you to all those who have visited the web page, attended a presentation, asked questions and started dreaming about the good work that can be done inside our locals and communities.

It is important to highlight the work of the District Education Co-ordinators and the Project Review Subcommittee who have been tasked with making hard decisions. And we must also not forget that all of these projects rest on the creativity, commitment and volunteer labour of local unions and their activists. It is because of them that USW activities will continue to flourish and benefit our members, families and communities as we move forward.

Labour Day Picnic hosted by Local 6166,
Sept. 2, 2019, Thompson, Man.



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Please have your local consider joining the fund.

For more on the fund, please contact incoming fund coordinator Gabriele Simmons, gsimmons@usw.ca.

In 2019, the FCEF advisory committee included:

Warren Luky, Local 6166, District 3; Marco Ouellet*, Local 7401, District 5; Bob Yates*, Local 4610, District 6; Earl Graham, District 3 Staff Representative; Guy Gaudette, District 5 Staff Representative; Anita Bryan, District 6 Staff Representative; Dayna Sykes*, District 3 Education Co-ordinator; Maude Raïche*, District 5 Education Co-ordinator; Jackie Edwards*, District 6 Education Co-ordinator; Mark Rowlinson, Assistant to the National Director; Alexandra Eshelman*, Administrative Assistant to the National Director; Adriane Paavo, Department Leader, Education and Equality; Eric Delparte*, FCEF Co-ordinator. (*Members of the project review subcommittee.)*

On the back cover: Family Appreciation Day Picnic hosted by Local 7580, South Porcupine, Summer 2019

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