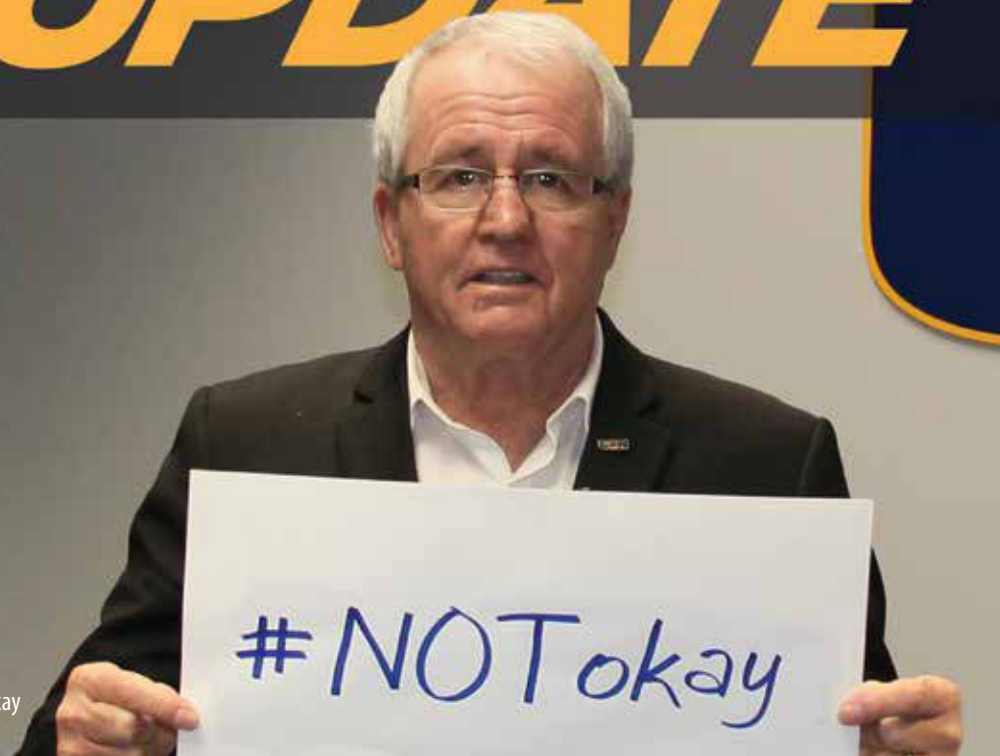


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National Director Ken Neumann supports the #NOTokay campaign to end violence against women.



Acting to End Violence Against Women



As labour and social activists, our struggles for progressive change often are waged in relative

obscurity. Once in a while an issue bubbles up and captures public attention – as we've seen recently with the scourge of violence against women and girls – reconfirming the value of our activism.

Twenty-five years since the Dec. 6 murder of 14 women at L'École Polytechnique in Montreal, violence is still too present in the lives of Canada's women and girls. More than 1,181 aboriginal

women and girls have gone missing or been murdered since 1980, an issue we featured in our latest *USW@Work* magazine.

Through bargaining, advocacy, education and solidarity, union members are making a difference.

In December, Canada's unions, including the USW, released results of the first nationwide survey on the impact of domestic violence on our work lives.

The USW has joined the call for an inquiry into murdered and missing aboriginal women. Steelworkers are part of the #NOTokay campaign, denouncing incidents that belittle or attack women. Our union donated

\$10,000 to the Canadian Centre for Abuse Awareness. Violence against women will be a key issue addressed at our National Women's Conference in November.

Let's each of us resolve, both individually and together as the labour movement, to continue our work to end violence against women and girls.

In solidarity,

Ken Neumann
National Director

New Challenges: Mental Health at Work

Our membership is facing new challenges in the field of mental health and work. This is a fast-growing area of concern for many of our members experiencing pressure from new forms of work organization and increasing workloads.

Mental illness is more common than we think. One in five Canadians, or 20 per cent, will suffer from a mental illness in their lifetime. The World Health Organization reported in 2000 that depression was the leading cause of short-term disability.

“Michael Lunn was a big man, with a very big personality, and an even bigger heart. Michael’s family knows that Michael’s spirit of love and compassion and his reaching out to individuals in need will continue to grow through this foundation.”

– The Red Shirt Foundation

Our recent USW National Health, Safety and Environment Conference gave us the chance to learn more about workplace mental health from medical doctors, academics and practitioners.

Stressful work is bad for you! Increased workplace stress is a health hazard with documented impacts including cardiovascular problems, increased anxiety and depression, higher rates of alcohol and prescription drug abuse and greater susceptibility to infectious diseases.

The stigma and discrimination around mental illness means it is poorly understood and often not addressed. We need to better understand workplace mental health issues in order to protect the health and safety of our members.

The USW has developed a mental health workshop and is developing a mental health policy. USW District 6 is raising awareness by working with Partners for Mental Health and the Mood Disorders Society of Canada on projects such as the Elephant in the Room Anti-Stigma Campaign. ■

A woman with long brown hair, wearing sunglasses and a red shirt, is holding a large white and pink stuffed animal. She is looking to the left. The background is a bright, slightly hazy outdoor setting. A large red fabric is visible on the left side of the frame.

From Pain to Purpose

The Red Shirt Foundation

No one can bring back 'Big Mikey' Michael Lunn, a victim of violence in the workplace. The plant chair of USW Local 1-1937 was killed in a shooting at a Nanaimo sawmill when a former employee went on a rampage, killing two men including Lunn and wounding two others on April 30, 2014.

In response to the pain of losing their husband and father, the Lunn family established the Red Shirt Foundation to raise awareness and stop workplace violence. The Red Shirt Foundation presented at our USW National Health, Safety and Environment Conference last October. Moving from pain to purpose, the foundation will help the families, workers and the community affected by the Nanaimo mill shootings. ■

Marcy Lunn visiting the memorial site for her father, Michael Lunn, at the Western Forest Products mill.

Photo: Aaron Hinks, Nanaimo Daily News

Six-Packs of Solidarity

Ontario consumers join beer can boycott in support of Steelworkers Local 9176

Consumers across Ontario and beyond are supporting Steelworkers Local 9176 by joining a boycott of beer cans made by union-busting multinational Crown Holdings.

Steelworkers and supporters leafleted beer stores



throughout Ontario during days of action in December and January, urging consumers to buy bottled beer, not cans.

The response was overwhelmingly positive, as thousands of beer drinkers joined the boycott of 'scab cans' that Crown produces for major beer brands.



Proud to be Steelworkers!

50th Annual Assembly USW District 5



Quebec Steelworkers held their 50th Annual Assembly in Montreal in November under the theme Proud of our Roots, Proud of our Activism, Proud to be Unionized. A special tribute was paid to all USW Quebec Directors over the years, from left to right, Arnold Dugas, Clément Godbout, Jean Gérin-Lajoie, Daniel Roy, Michel Arsenault and Lawrence McBrearty.



Beer drinkers from Quebec to British Columbia also are supporting the boycott.

USW Local 9176 members at Crown's Toronto factory have been on strike since September 2013, when the highly profitable American corporation demanded massive concessions from the workers. After provoking

the dispute, Crown hired scabs to operate the Toronto factory.

The Bottles, Not Cans boycott is part of the USW campaign to pressure Crown to negotiate a fair resolution to the 17-month strike. ■

www.bottlesnotcans.ca



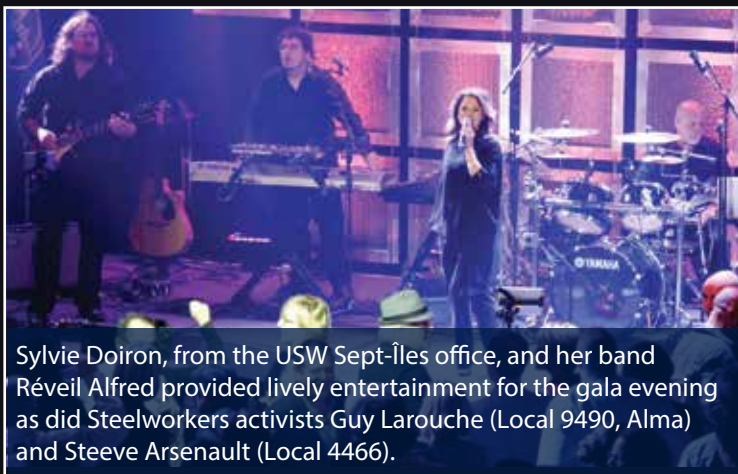
Director Daniel Roy showed his skills with the drumsticks during the anniversary gala celebrations.



One of the most powerful moments of the assembly was an address from a gravely ill Guy Farrell, Assistant to the Quebec Director, who urged activists to "never stop fighting."



A major focus of the assembly was the state of the middle class and the roles that unions and governments play in the redistribution of wealth.



Sylvie Doiron, from the USW Sept-Îles office, and her band Réveil Alfred provided lively entertainment for the gala evening as did Steelworkers activists Guy Larouche (Local 9490, Alma) and Steeve Arsenault (Local 4466).



Telecommunications Workers Union (TWU) National President Lee Riggs (inset) addresses the USW Canadian National Office staff meetings in Toronto in December, a few days after the TWU and USW signed a historic merger agreement. TWU leaders, including National Vice-Presidents Betty Carrasco (left) and Ivana Niblett were welcomed by USW International President Leo W. Gerard and USW National Director Ken Neumann. The TWU-USW merger officially took effect Jan. 1.



Several hundred Steelworkers were among 100,000 demonstrators who took to the streets of Montreal and Quebec City on Nov. 29, to oppose the austerity agenda being imposed by Stephen Harper's Conservatives and Philippe Couillard's Quebec Liberal government.

RCMP Steps Up to *Stop The Killing*

Ken Neumann and Western Canada Director Stephen Hunt came away from a meeting with the RCMP's Director of National Criminal Investigations with a commitment for further follow up on ways to work with the force on better enforcement of the Westray Law.

"We felt that Chief Superintendent Eric Stubbs understood our campaign and would be prepared to take steps on delivering the message of enforcement," said Neumann. "Among other things, we stressed the need for better coordination among police, regulatory agencies and Crown attorneys."

Though Stubbs's commitment to follow up on Westray enforcement is encouraging, we need more agencies to sign on and commit to Stop The Killing. ■

2015

Our Chance to Elect the NDP!



Photo: Canada's New Democrats

For labour activists, 2015 is a chance to reverse the direction taken by successive Liberal and Conservative governments and elect our first New Democratic government.

Let's agree on a few things the Martin Liberals and Harper Conservatives have done that make them worth voting out. How about:

- Failed economic policies: hundreds of thousands of Canadians have lost good jobs, many more have been relegated to temporary and precarious work and income inequality is worse than ever – all of which hurts the economy
- Allowing U.S. Steel to buy and then dismantle Stelco under the Investment Canada Act
- Ongoing attacks on labour aimed at weakening unions and taking away workers' rights
- Liberal and Conservative cuts to Employment Insurance that leave fewer than 40 per cent of unemployed workers eligible for benefits they've paid into
- Liberal Paul Martin eliminating our federal social housing program in 1995

Why Steelworkers Support Tom Mulcair and the NDP

Working families need allies in government, not false friends who campaign like progressives and govern like conservatives. We need allies who will protect our rights, keep workers safe and fight back against

attacks on our movement by global corporations and right-wing governments.

Only Tom Mulcair and the NDP are on our side. Here are some proposals the NDP have already made to earn your vote:

- Restoring the retirement age to 65
- Affordable childcare for \$15 a day
- Fighting income inequality by raising the federal minimum wage to \$15 per hour
- A national inquiry into murdered and missing indigenous women
- Abolishing the unelected, unaccountable Senate
- Standing up for the CBC and stopping cuts to Canada Post

Steelworkers: Help Elect the NDP

Together, we can make a difference – for all workers.

- Volunteer to help local NDP candidates
- Attend Steelworkers Vote courses
- Invite NDP candidates to meetings and events
- Distribute USW-NDP materials at your workplace
- Join the NDP, donate federally and locally and sign up USW members

When this election is called, let's work together to elect New Democrats across the country and form our first-ever labour-friendly federal NDP government. ■



Photo: Colin Dacre, Vista Radio Prince George

Prince George Sawmill Reopens Three Years After Explosion

Nearly three years after an explosion killed two workers and destroyed the Lakeland Mills sawmill in Prince George, B.C., the facility has reopened.

The USW has forced government regulators and companies to change their practices related to dust accumulation in sawmills and is pushing for accountability from WorkSafeBC.

The impact of the tragedy still looms large for the 110 USW members returning to work at the new state-of-

the-art mill. Many of the workers who were injured are still fighting for compensation and rehabilitation, while the families who lost loved ones continue to demand a public inquiry into the series of errors that led to the disaster.

The April 24, 2012, explosion killed USW member Glenn Roche and supervisor Alan Little and injured 22 other workers.

The USW has stood by members and the community since the explosion. The union forcefully advocated for the reopening of the mill and is at the forefront of a campaign demanding answers and justice for victims and their families.

The USW has forced government regulators and companies to change their practices related to dust accumulation in sawmills and is pushing for accountability from WorkSafeBC, the provincial body responsible for worker health and safety. ■



From the shop floor to TVs in homes across the country, Steelworkers are helping spread the message of the labour movement's undeniably positive impact on our society.

The USW recently affirmed our union's support to continue the *FAIRNESS WORKS* public awareness campaign launched in 2013 by the Canadian Labour Congress.

Through national TV and multimedia advertising, *FAIRNESS WORKS* reminds Canadians how the labour movement built the middle class and a strong, prosperous country.

The campaign reinforces the fact that most Canadians embrace the same values and principles championed by unions – jobs with decent wages, benefits and working conditions, safe workplaces, retirement security, public health care and providing genuine opportunity for all.

FAIRNESS WORKS aims to build a public conversation about unions and the fundamental values we share. In Ontario, a pilot project launched by USW District 6 is taking the conversation to Steelworkers on the shop floor.

"Our members aren't immune to the anti-union attacks waged for so long by corporations, conservative politicians and right-wing media," says USW activist George Gillis.

"We want to encourage conversations among our members, so they are in touch

with what it means to be a union member – to be a Steelworker – and to be proud of what unions do for all working people," Gillis says.

The President of USW Local 1105, Gillis is leading training sessions with activists from Steelworkers' locals in Hamilton, London, Cambridge and the Peel-Halton region. The activists return to their locals to engage rank-and-file members to talk up their union and stand up for fairness.

Conversation starters include 'did you know' cards that document the numerous ways unions have improved working and living standards for all.

"Did you know that good health and safety laws across Canada are thanks to Steelworkers?" asks one of the cards. It notes how the historic Elliot Lake Steelworkers strikes of the 1970s led to landmark health and safety legislation in Ontario, with similar laws subsequently adopted across the country.

"It's unions like the Steelworkers that have always forced governments and employers to improve the lives of working people," Gillis says. "And it's a fact that we need strong unions to continue to fight for a fair and more equal society. That's what *FAIRNESS WORKS* is all about." ■

FAIRNESS WORKS

for everyone

The USW is highlighting the many ways our locals and members are donating time, money and goodwill, making a difference in our communities.

It may be a food collection or a children's party. Maybe it's assisting seniors, feeding those in need or community efforts to support those who are struggling. Whatever it is, we want to tell your story. Help us show how we are a union that works in our communities.

You don't have to write much. Provide a few details

and USW staff will assist you. If you have a picture or two, please add them with your information.

Submit your story at www.usw.ca/communities and please include photos.

Stories are being featured on www.usw.org, www.usw.ca, district websites and on social media. Don't forget to use **#USWWorks** and **#USWCares** (hashtags) if you post on Facebook, Twitter or Instagram!

Thank you for all you do as union members in our communities. ■

Tell Us Your Community Story

Shine a light on your local

USW Local 6717 donated playground equipment and also helped build the first fully accessible playground in Weyburn, Sask. Pictured: Matt Stadler (with Matthew Jr.), Muhammed Naeem and Brad Thompson.



Photo: Shannon Seitz