

NATIONAL DIRECTOR'S

UPDATE



Métallos Local 6658 members demonstrating against LafargeHolcim's global human rights abuses during IndustriALL's global day of action.

MARCH 2017

Building **Solidarity** in Challenging Times



As leaders in our unions and in our communities, Steelworkers are natural allies for

standing up for human rights and against hate, fear and division.

We've had many opportunities to demonstrate our solidarity in recent days. Steelworkers in Quebec and B.C. who work at LafargeHolcim operations, took action in their communities during IndustriALL's global day of action in December against LafargeHolcim's human rights abuses around the world.

The Quebec City mosque shooting was a violent act of hate. How could this happen in our country? How could this happen in a safe place of worship?

Steelworkers attended vigils across

the country in mourning for the victims and to show support for Muslim communities. The Steelworkers Humanity Fund made a contribution to the families of the victims.

Women of Steel in Canada organized to attend the Women's March on Washington, D.C., to protest the sexism and Islamophobia of the new U.S. President.

These are examples of how solidarity builds strength. Because we are a strong union with an active membership, we can be important allies to organizations that share our values. We can stand up to racism, hate, sexism and Islamophobia.

Other USW activities this year will be opportunities to build solidarity and strengthen our bonds as allies. In July we will hold our second National Workshop for Aboriginal Steelworkers and at our Justice 2017 conference this fall, our work for human rights

will be explored alongside health, safety and environment issues.

In the face of fear and division, let's use our solidarity to be better allies. Do more listening. Practice meaningful inclusion. Take cues from the communities we support. Continue to speak out against intolerance, against racism, against Islamophobia, against sexism, inequality and other injustices – within our union and in our society.

Let's come together to demand action from politicians. Let's show support for advocacy organizations and find new ways to be there for them.

Solidarity lifts us up, makes us strong, challenges hate and makes a difference.

In solidarity,

Ken Neumann

Ken Neumann
National Director

<su-str-cope-seph 340>



uswmetallos



@SteelworkersCA



United Steelworkers Canadian National Office
234 Eglinton Ave. E., 8th Floor, Toronto, ON M4P 1K7
Tel.: 416-487-1571 Web: usw.ca Email: info@usw.ca

UNITED STEELWORKERS
USW
MÉTALLOS



Call centre workers' campaign draws national attention

Death threats. Racist insults. Sexual harassment. Call centre workers across Canada face this abuse every day.

Steelworkers are bringing national attention to this serious issue through a high-profile campaign to empower workers and compel employers to protect their employees' mental and physical health.

The USW's Hang Up On Abuse campaign, launched in December, has generated positive news coverage in every region of Canada, including from the country's largest media organizations. The campaign is building public awareness, empowering call centre workers to come forward with their stories and exposing the need for meaningful action from employers.

"We know that abuse and harassment of call centre workers is a problem and it has to stop. Companies must adopt policies that empower workers to end abusive calls," says Steelworkers National Director Ken Neumann.

"This abuse can be dehumanizing and cause stress to workers long after they have finished their shifts. It can lead to problems at home as well as mental and physical pain," says Lee Riggs, President of the Telecommunications Workers Union, USW National Local 1944.

The USW represents approximately 10,000 call centre employees in Canada. The Hang Up On Abuse campaign aims to improve working conditions for all of the estimated

175,000 call centre workers across the country.

The campaign includes a website, **www.HangUpOnAbuse.ca**, with compelling video clips and disturbing first-person accounts revealing the severity of harassment and abuse faced by call centre employees.

"We face abuse, harassment, threats – every day," says USW member and call centre worker Michelle Dey. "It's very difficult to just move on to the next call after you've experienced that. It affects you for the rest of the day. It follows you home."

Support USW members and all call centre workers – visit **www.HangUpOnAbuse.ca** and sign the petition! ■



HangUpOnAbuse.ca features a petition urging call centres to embrace policies allowing employees to hang up on abusive callers – which many employers currently prohibit. The petition also calls on employers to:

- Train managers to support workers who are verbally abused.
- Warn and flag callers who have a history of harassing workers.
- Deny repeat abusers use of their service.
- Establish a zero tolerance policy and report all violent and/or sexual threats to police.
- Ensure no retribution against call centre workers who report abuse.



Steelworkers on the picket line during the historic miners' strike in Murdochville, Que., in 1957. Quebec Steelworkers recently enhanced their District 5 Strike Fund to be better prepared to stand up to difficult employers at the bargaining table.

Quebec Steelworkers Boost Strike Fund

Quebec Steelworkers have enhanced their District 5 Strike Fund and strengthened their ability to take on difficult employers at the bargaining table.

"We're well-equipped to face these challenges and we're sending a clear message to bosses that they won't win a war of attrition against the Steelworkers," said USW District 5 Director Alain Croteau.

"Steelworkers who choose to fight to improve their working and living standards know they will be supported by their union."

The decision to increase payouts from the District 5 Strike Fund was made by USW local union representatives at a meeting in January in Quebec City.

"The District 5 Strike Fund is in excellent

health, so we are able to increase benefit levels without increasing members' dues," Croteau noted.

Only members of locals that contribute dues specifically to the District 5 Strike Fund qualify to receive benefit payments from the fund during a labour dispute. The District 5 Strike Fund pays additional benefits – on top of benefits paid from the USW International Strike and Defence Fund.

The District 5 Strike Fund enhancements will provide benefits as of the second week of a labour dispute, rather than in the third week under the fund's previous guidelines. Combined benefits from the district and international strike funds will now provide eligible members with weekly payments of \$250 from the second to sixth week

of a dispute, \$275 from the seventh to 11th week, \$300 from the 12th to 15th week, \$325 from the 16th to 20th week and \$350 for all subsequent weeks.

Members of locals that do not contribute to the District 5 fund will receive regular benefits from the International Strike and Defence Fund, which provides \$200 per week beginning in the fourth week of a dispute.

"We invite all those who are not yet making contributions to the District 5 Strike Fund to discuss the issue at their next membership meeting," Croteau said. "It can make a big difference in a labour dispute. It's always important, during negotiations, to ensure we're equipped with the means to match our ambitions." ■

There were so many women, children, dogs and allies marching in peace for women's rights on Jan. 21, the day after the inauguration of the U.S. President. Women of Steel joined the massive women's marches in communities across Canada in solidarity with the Women's March on Washington.

A busload of Steelworkers from Toronto went to Washington, D.C., wearing pink "pussyhats" made by Lesley Stodart from the USW Canadian National Office. USW activists added their numbers to events in Calgary, Kingston and the estimated 60,000 who marched in Toronto.

"We feel that racism, sexism and Islamophobia have no borders and what happens in the United States can happen here as well," said Carolyn Egan, President of the Steelworkers Toronto Area Council.

In addition to the pink hats, marches were characterized by witty handmade protest signs

that responded to the alarming negativity, division and autocracy of the U.S. President and his administration. The USW is proud to be part of the movement for women's rights and human rights, standing up against hate, against sexism and misogyny, against racism and Islamophobia.

CALGARY



KINGSTON



WASHINGTON



**The Women's March
on Washington**

STEELWORKERS



***Elect a B.C. Government That Works
for Working People***



B.C. NDP Leader John Horgan

In late January, USW local union leaders and activists brought their energy and ideas to kick off the union's Steelworkers Vote program for the upcoming British Columbia provincial election.

Attended by key USW political action activists from every region of the province, the USW's plan is to focus on local campaigns where the union has membership density and can influence the margin of victory for the NDP. Tactics for engagement include member surveys, direct contact in the workplace, electronic communication, political action training, mail and even radio, print and other advertising.

"After 16-years of a B.C. Liberal government that doesn't care about working people, it's critical we win this election," said Stephen Hunt, USW District 3 Director.

"Remember this government's record and ask the tough questions. Where are the promised jobs in LNG? Where are the new mines that Christy Clark promised? What happened to the 100 mills and 30,000 forestry jobs that we lost as a result of lack of government leadership and mismanagement? Where are the doctors and teachers for smaller communities?"

John Horgan, NDP Leader and Leader of the Official Opposition, met with the USW group prior to the planning session.

"It's clear John understands what it's like working in the real world. Unlike Christy Clark, our members matter to John Horgan and the NDP more than any CEO," said Hunt.

"When it comes to the basics that matter, John Horgan and the NDP are on our side," added Hunt. "Our job is to make sure USW members back him up on May 9, to elect a B.C. government that works for working people." ■

Shaye Anderson, NDP MLA for Leduc-Beaumont, was appointed Minister of Municipal Affairs by Alberta Premier Rachel Notley in January. Did you know that both Notley and Anderson are USW members?

Prior to her election in 2008, Notley worked for the Alberta Nurses Union and was a member of USW Local 1-207. Before his election in 2015, Anderson worked for Telus,

and was a member of TWU, USW National Local 1944.

"Behind the stunning beard is a person who knows the value of listening, a person who knows the value of hard work, and a person who knows the tremendous value of bringing people together to solve problems," said Notley in her announcement.

Congratulations Shaye! You are doing USW proud. ■



Actions speak louder than words. Global giant Lafarge promised to respect its employees around the world prior to merging with Holcim in 2015. The building materials company is now the world's largest with 115,000 workers in 90 countries.

Steelworkers at two of Lafarge's cement quarry operations in Canada can attest to the company's failure to live up to its promised conduct. Members of Métallos Local 6658 in Saint-Constant, Que., waged a three-month strike to successfully resist a two-tier pension plan.

The 70 women and men of USW Local 816 at Lafarge Texada Quarrying in B.C. have been locked out since Oct. 17, 2016, over the company's unprecedented demand to strip seniority rights. The B.C. Labour Relations Board ruled Lafarge violated labour law by using management contractors to replace locked-out workers, ordering the company to cease and desist; yet the lockout continues.

On Christmas Eve, two months into the lockout, management visited the picket line with \$50 grocery gift cards, an insulting gesture given its failure to return to the bargaining

table. Steelworkers donated the gift cards to food banks on Texada Island and in Powell River, to give back to the community.

"Lafarge is not only attacking the dignity of their employees, they are attacking the community that depends on the quarry," said Earl Graham, USW Staff Representative. "We are the heart and soul of the community. If management wants to respect their employees and the community, they should return to the bargaining table to reach a fair settlement."

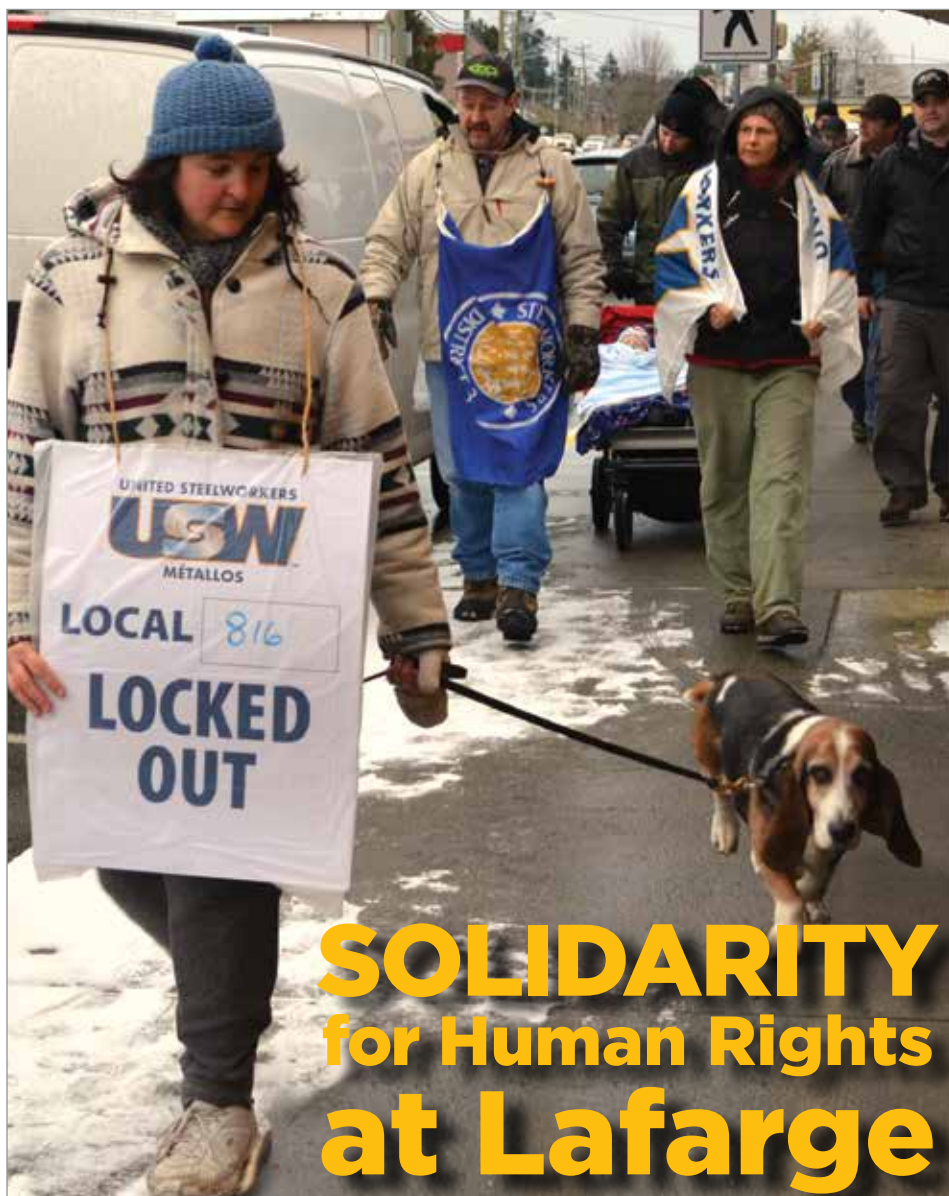
Global union federation IndustriALL organized a day of action in December to draw attention to LafargeHolcim's worldwide human rights violations. Local 816 members and community supporters marched through Powell River, calling for respect for seniority rights. Métallos Local 6658 members demonstrated their solidarity by reconvening their picket line in Saint-Constant.

IndustriALL has been a key ally during the Texada lockout, urging LafargeHolcim's global management to respect seniority rights at its B.C. operations.

USW Local 816 members are thankful for IndustriALL's support. The sooner Lafarge's global commitments can translate into meaningful action at the local level, the better.

Solidarity Funds

Support our brothers and sisters locked out by Lafarge in B.C. Send solidarity contributions to USW District 3 at 300-3920 Norland Ave., Burnaby, B.C., Canada, V5G 4K7. Make cheques payable to:
USW Local Union 816 Strike Fund. ■



**SOLIDARITY
for Human Rights
at Lafarge**

JUSTICE 2017

USW National Health, Safety, Environment and Human Rights Conference

October 2-5, 2017 – Vancouver

USW locals: Plan now to send your delegates to our Justice 2017 conference. Join Steelworkers activists from across Canada to explore our union's work on human rights alongside key health, safety and environment issues facing our members.

Registration details and conference information will be posted soon at www.usw.ca and will be sent to all USW locals.



USW Ice Storm Aid

A January ice storm ravaged northeastern New Brunswick, stranding thousands. Steelworkers Humanity Fund's \$10,000 donation helped local food banks in supporting the most vulnerable and hardest-hit.

SAINT-BARNABÉ

Des Métallos du district 5 présentent un don au Centre d'alimentation et de partage.
District 5 Steelworkers help out the Centre d'alimentation et de partage.



USW 5319's Women of Steel and NextGen committees collected food, clothing and toiletries for Metro Non-Profit Housing Association.
Les comités des Femmes d'acier et de la Prochaine génération de la SL 5319 ont recueilli des aliments, des vêtements et des articles de toilette pour la Metro Non-Profit Housing Association.

HALIFAX



REGINA

USW Local 5917 in Regina organized "Kids of Steel," a Christmas party for kids.
La SL 5917 des Métallos à Regina a organisé une fête de Noël sur le thème « Enfants d'acier ».



Director Marty Warren praised USW Local 11-2010, the Northwestern Ontario Area Council, District 6 Women of Steel and USW NextGen for contributions to Shelter House.
Le directeur du district 6 Marty Warren félicite la SL 11-2010, le conseil régional du Nord-Ouest de l'Ontario, les Femmes d'acier et la Prochaine génération du district pour leur contribution au refuge Shelter House.

THUNDER BAY

Giving Back to Our Communities

Steelworkers make great neighbours! Thanks for all you do to connect with and give back to our communities. #USWCares

Donner en retour à nos collectivités

Les Métallos sont de bons voisins! Merci pour tout ce que vous faites en vue de

donner en retour à nos collectivités.

#Métallosontlà

PEEL-HALTON

The Area Council Women's Committee and USW locals 7536, 5296 and 9042 wrapped gifts for a local women's shelter and a youth shelter.

Le comité de la condition féminine du conseil régional et les SL 7536, 5296 et 9042 emballent des cadeaux destinés à un refuge pour femmes et un refuge pour jeunes.



TORONTO

SteelWOOL: USW Local 1998 installed scarves at the University of Toronto as a display against workplace violence.
L'AINÉ d'acier: La SL 1998 des Métallos a exposé des foulards à l'Université de Toronto pour manifester contre la violence dans le lieu de travail.



MONTREAL

Le Fonds humanitaire appuie la Cuisine Collective Hochelaga-Maisonneuve au district 5.
The Humanity Fund supports the Cuisine Collective Hochelaga-Maisonneuve in District 5.



EDMONTON

USW Locals 5220 and 1-207 present a donation from to the food bank.
Les SL 5220 et 1-207 présentent un don à la banque alimentaire.

