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OCTOBER 2016

Fairness for All



As Steelworkers, we struggle on behalf of our members, but we also struggle for a better world for all.

We need fairness for our members and pensioners in Hamilton, Nanticoke and Sault Ste. Marie, who are facing job loss, threats to pensions and the sudden disappearance of the health benefits they've worked for.

So what do we do? We stand up for steel. We call on governments to change the rules to protect workers when companies go bankrupt. Achieving these protections would benefit all workers, not just Steelworkers.

We are on the front lines for a \$15 minimum wage – and we support our political allies who are calling for raising the minimum wage – the NDP. A fair minimum wage benefits

all workers and helps our economy with more spending power in the hands of everyday Canadians.

The work we do protecting workers and bringing people together benefits everyone.

Steelworkers backed the call for a doubling of the Canada Pension Plan (CPP) because Canadians aren't able to save enough for retirement. Now, with a modest enhancement, we must continue to press for further improvements so that all Canadians can retire in dignity.

We fight for gender equality because we believe in fairness for all. We know that our union and our society are stronger when people are paid the same for work of equal value.

We stand against the unfair, undemocratic, job-killing

Trans-Pacific Partnership (TPP) and other trade agreements that will make it harder for Canada and other countries to address climate change.

We can be proud of the work we do on behalf of all workers and we will continue to build strength and momentum for fairness for all.

More people are coming to understand the importance of unions. Canada's unions have a role to play. The work we do protecting workers and bringing people together benefits everyone.

Help spread the word. Let's share examples of how unions are about fairness for all workers. Join the fights for fairness that matter to you and say a good word about your union.

In solidarity,

Ken Neumann
National Director



Trudeau Ignoring Steel Crisis

From workers, pensioners and unions, to industry leaders, politicians representing steel communities and even the news media, a nationwide consensus has emerged calling for the federal Liberal government to address Canada's steel industry crisis.

USW members are among the thousands of working families and pensioners across the country who have already been affected by this crisis and the federal government's inaction to date.

Just about everyone who understands what's at stake with the steel crisis in Canada recognizes the need for meaningful action from this government. Everyone, it seems, except Justin Trudeau's Liberal government.

The USW's urgent calls for action have been echoed by municipal politicians and community leaders, chambers of commerce, steel companies, news media and federal and provincial New Democrats.

The steel crisis in Canada gets to the heart of our core industries and should cross party lines.

– Ken Neumann, USW National Director

The gravity of the situation was made clear in a rare, joint appeal by the USW and the Canadian Steel Producers Association (CSPA) to Prime Minister Justin Trudeau, prior to the G20 Summit of world leaders in China in September.

The USW and CSPA warned in a letter to the prime minister that strong action is needed from the federal government to avert "irreversible harm" to Canada's steel industry, which supports more than 120,000 jobs across the country.

The Liberal government must act swiftly to adopt new legislation to crack down on illegal dumping of subsidized foreign steel, stated the letter, co-signed by Ken Neumann, USW National Director, and CSPA President Joseph Galimberti.

"Unfairly traded goods pose a

clear and present threat to the livelihoods of the over 20,000 middle-class Canadians employed directly in steel production and the additional 100,000 Canadians whose employment is indirectly supported by our sector."

The USW and CSPA also urged the prime minister to pursue international agreements to address overcapacity in global steel production. China alone maintains 425 million tonnes of surplus steel production – almost 30 times the size of the entire Canadian steel market, the joint letter pointed out.

"Massive state ownership of and support for China's steel sector is the single largest force disrupting established trade patterns and degrading pricing of steel products globally today.

"The location of the forthcoming G20 meetings in Hangzhou, China, represents a unique opportunity to address this issue directly with the nation most responsible for destabilizing the sector," the letter stated.

"We ... encourage you, on behalf of the Canadian steel industry and its employees, to continue pressing China for multinational solutions to the problem of global overcapacity in the steel sector."

Chambers of Commerce in Sault Ste. Marie, Windsor and Hamilton also officially urged Trudeau to address the issue during his China visit.

Media reports indicate Trudeau disregarded these requests, opting not to take up the issue directly with China. Leaders of other countries reported that the G20 would set up a working group to study global problems faced by the steel industry, meaning no concrete action will be taken for the foreseeable future, if at all.

Two of Canada's largest

steelmakers – Essar Steel Algoma in Sault Ste. Marie and U. S. Steel Canada in Hamilton and Nanticoke – are operating under bankruptcy protection, threatening the livelihoods of thousands of USW members and pensioners. In the U.S. Steel case, the company already has eliminated the health benefits of 20,000 pensioners.

Prior to the House of Commons summer recess, MPs from all parties who represent steel communities across Canada began informal meetings to discuss the crisis and find common ground. Among them are NDP MPs Scott Duvall (Hamilton Mountain), David Christopherson (Hamilton Centre) and Erin Weir (Regina–Lewvan).

"We are glad that some parliamentarians are recognizing the importance of steel to our communities and our nation's economy," said Neumann.

"All parliamentarians have a duty to be engaged and we are demanding that they act." ■

Canadian steel industry facts:

- Direct jobs: over 20,000
- Indirect jobs supported: 100,000
- Annual production: 12 million tonnes
- Annual sales: \$12-14 billion
- Annual exports: \$6.8 billion
- Capital investment: \$2 billion since 2009
- Annual payroll: \$1.7 billion

Photo of Essar Steel Algoma: Billy_Wilson on Flickr used under CC BY-NC 2.0; Photo of Prime Minister Justin Trudeau: justintrudeau on Flickr used under CC BY-NC-SA 2.0.

Retirement security CPP: Modest First Step

Canada's unions, with widespread public support, have been advocating for many years for doubling Canada Pension Plan (CPP) benefits to meet the needs of generations of Canadians for a decent retirement.

In late June, Canada's finance ministers reached agreement on a modest expansion of the CPP, a significant achievement that required support from the federal government and seven of 10 provinces representing two-thirds of Canada's population.

"We welcome the recognition by Canada's finance ministers of the need to improve our universal, public pension system as the most efficient way to ensure retirement security for all Canadians," said Ken Neumann, USW National Director.

Widely welcomed by Canada's unions, the deal is a compromise, falling short of the doubling of benefits the Canadian Labour

Congress (CLC) and others, including the USW, had been calling for.

The enhanced CPP will not provide the security needed by most Canadians, particularly middle-income earners who are at the greatest risk of pension problems when they retire.

Currently, the CPP provides pension benefits equal to 25% of a worker's pre-retirement earnings, but only up to a maximum of \$1,092 per month. However, most retired Canadians receive much less than the maximum CPP benefit – only \$618 a month on average.

The new CPP deal will expand pension benefits to 33% of pre-retirement earnings, though the increase will be phased in, beginning in 2019 and not taking full effect until 2026.

This modest increase means that the outlook remains difficult for 11 million Canadian workers, particularly younger generations,

who don't have a workplace pension plan.

For generations to come, without further enhancements, Canada will continue to lag behind most other OECD countries, which invest much more in their public pension systems.

The new CPP also falls short of the pension benefits that were promised to millions of Ontario workers under that province's now-abandoned Ontario Retirement Pension Plan (ORPP). The ORPP promised a 15% increase in retirement benefits, compared to the 8% increase under the CPP deal.

"While our federal and provincial leaders can be congratulated for taking a modest first step, a greater, long-term commitment for substantive expansion of the CPP is needed," Neumann said.

See examples of what the expanded CPP means for typical Canadians at www.canadianlabour.ca. ■

What the enhanced CPP will mean for employees:

Annual salary or wages:
\$50,000

Previous CPP benefit:
\$1,000/month

New CPP benefit:
\$1,310/month

Find out more about how you can benefit: www.abetterplanforall.ca



Come Home Safe USW's Stop The Killing Campaign

A 23-year-old woman was asphyxiated after she was caught in a conveyor belt at Fiera Foods near Toronto in early September. Two weeks earlier, a miner at Agrium Potash's Vanscoy mine, a USW member, suffered serious injuries but is recovering at home and is expected to return to work.

Events like these create a "ripple of anguish," said USW District 6 Director Marty Warren in calling for the Fiera Foods fatality to be investigated by police as a potential case of criminal negligence and not just a workplace accident.

Momentum in B.C.

USW's Stop the Killing, Enforce the Law campaign is making a difference. Our efforts for Westray Law enforcement scored a significant victory in July.

The B.C. Ministry of Energy and Mines signed a Memorandum

of Understanding (MOU) with the province's police agencies enshrining a protocol for the investigation of mine-site fatalities and bodily harm.

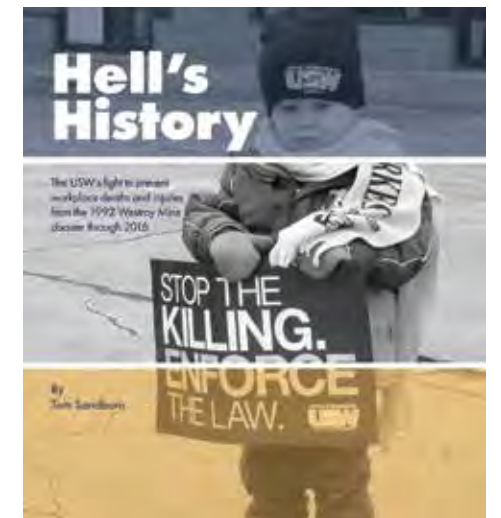
The MOU's purpose is to "ensure the investigation of any work-related death or bodily harm is conducted in a thorough, timely and effective manner with a view to the broader public as reflected in the respective legislative mandates of the participants."

"Our union's first priority is to ensure the health and safety of all workers," said Stephen Hunt, USW District 3 Director. "But if tragedy strikes, we also want to ensure that employers are held accountable. There are far-too-many examples of workers dying and employers getting off the hook.

"Through this MOU, a clear message is being sent to mining companies that if they are

negligent in a case of workplace death, they will be criminally investigated and held accountable," said Hunt.

New Publication: *Hell's History*



USW is proud to release a new in-depth publication on Westray and the USW's Stop The Killing campaign. Written by *The Tyee* journalist Tom Sandborn, *Hell's History* tells of our union's ongoing action to end workplace deaths and injuries. Sandborn revisits a number of tragic workplace deaths, outlining the failures of employers to keep workers safe and the ongoing need for stronger enforcement of the Westray Law.

A PDF version of *Hell's History* is posted at www.usw.ca/hells-history www.StopTheKilling.ca ■

Campaign Workshop at World Social Forum

Also in this issue of *National Director's Update*, learn about the Stop the Killing campaign workshop the USW held at the World Social Forum in Montreal (p. 10).



Inspired

by the
White
Ribbon

campaign, the Women's Committee of USW Local 1-405, an amalgamated local in Interior B.C., has been making presentations on how men can have a role in ending violence against women.

Veronica Tanner, co-chair of the committee along with Cheryl Buday, brought Local 1-405's experiences of the last two years to the National Women's Committee, sparking the idea for this fall's USW anti-violence initiative, Let's End Violence Against Women and Girls.

The Local 1-405 Women's Committee had been looking for ways to involve members of their mostly male Wood Council local in an anti-violence discussion.

Tanner noted that in her community of Cranbrook, B.C., and the even-smaller communities where the members live and work, people can feel isolated and without resources when it comes to incidents of violence against women.

"As long as we're needing shelters, there's an issue in our society," said Tanner.

Relief that Someone is Finally Talking about This

Betty Carrasco knows that domestic violence has an impact on employees in the workplace. We have research with the numbers to show it, thanks to last year's project by the Canadian Labour Congress (CLC). Carrasco asked the CLC's Vicky Smallman to deliver a presentation on the

topic to the TWU, USW Local 1944 Annual Delegated Meeting last May. Already familiar with the research findings and the CLC presentation, Carrasco knew that Smallman's talk would be powerful. But she was unprepared for the reaction of her members.

"As Vicky was presenting, more and more people left the room," Carrasco recalled. She followed the members into the hallway and found them in a circle, sharing their personal experiences with domestic violence and harassment.

"They weren't mad or upset; they were relieved that someone was finally talking about this," said Carrasco.

"We saw a whole change in the demeanour of our convention after that presentation. We don't get as much of the human

or social side when our union is focused on bargaining and grievances."

As with Tanner, Carrasco knew that the National Women's Committee's decision to prioritize its work on the sensitive topic of anti-violence would be well received by union members.

The CLC's research documents how domestic violence affects employees' work, attendance and performance, as well as physical and psychological effects. Both Tanner and Carrasco noted that it's personal – for women, who may have experienced violence themselves, and for men, some of whom have seen their mothers in and out of shelters or witnessed domestic violence while growing up.

Raise Awareness: Request an Anti-Violence Presentation

This fall and winter, committee members and USW activists will be making anti-violence presentations to local, area council and other meetings using materials developed for the National Women's Committee by the USW Education and Equality department.

The USW's Let's End Violence Against Women and Girls kit includes a PowerPoint presentation, a brochure and white ribbons for men to wear to raise awareness and show support.

We'll engage members to send the message that violent attitudes and words, as well as acts, are harmful to women and girls. We'll encourage local unions to take steps at the bargaining table and in the community, including organizing or attending events on Oct. 4 (the National Day to Commemorate Missing and Murdered Indigenous Women) and Dec. 6 (the National Day of Remembrance and Action on Violence Against Women).

To request materials or an anti-violence presentation for your USW local or area council, connect with your district or National Women of Steel committee.

www.usw.ca/anti-violence ■

End Violence

USW National Women's Committee Initiative



Steelworkers Humanity Fund: Empowering Women in Latin America

Julia Quiñones from the Border Committee of Women Workers listens to Lucia Quispe, a miner from the Peruvian Mining Federation, talk about issues faced by women miners in Peru. The Steelworkers Humanity Fund organized its third Violence Against Women exchange from Aug. 29 to Sept. 2 in Mexico City. The exchange focused on violence in the workplace and was aimed at empowering women to identify mechanisms to prevent and eliminate violence and to assist women confronting this issue. Participants included Humanity Fund partner organizations in Latin America and members of the Gender Issues Committee of Los Mineros (National Mine Workers Union of Mexico). ■

Fraser Valley, B.C.



Amherst, N.S.



Toronto, Ont.



Prince George, B.C.



Labour Day 2016

Unions have always been at the forefront of the struggles for progressive change that reduce inequality and create a more prosperous Canada. Thanks for sharing your photos from Labour Day 2016. Find more photos at www.usw.ca/photos.



Sudbury, Ont



Thompson, Man.



Moncton, N.B.



Hamilton





Steelworkers, Global Activists Take Over Montreal

Steelworkers were among thousands who took to the streets of Montreal in August when the city hosted the weeklong 2016 World Social Forum (WSF).

Quebec Steelworkers helped develop many of the WSF's nearly 1,000 workshops. Workshops are the primary focus for delegates from around the world working to create progressive alternatives to traditional political, economic and social policies, which participants can take back to their respective countries.

The USW's vision includes a world in which workers are no longer killed on the job and laws intended to criminally prosecute corporations, their directors and executives for deadly decisions are enforced.

Justice for Workers, Survivors

USW District 3 Director Stephen Hunt led a workshop on the union's campaign to Stop the Killing, Enforce the Law. Participants sat



silent as District 5 Health and Safety Coordinator René Bellemare recounted the horrific death of a Steelworker crushed by a faulty press that could have been fixed with a simple adjustment, which was only made after the fatality.

"His body was discovered only after his wife went to the plant looking for him when he did not come home from work," said Bellemare. His wife found him when she called him and followed the sound of his cellphone ringing."

The workshop called on Steelworkers and other activists to join this highly successful campaign. Activists are needed to get municipalities across Canada to endorse the USW motion calling for provincial Attorneys-General and Ministries of Labour

to coordinate with regulators, and for police to ensure the Westray Law is enforced properly. Learn more and support the campaign at www.StopTheKilling.ca.

One Million Jobs

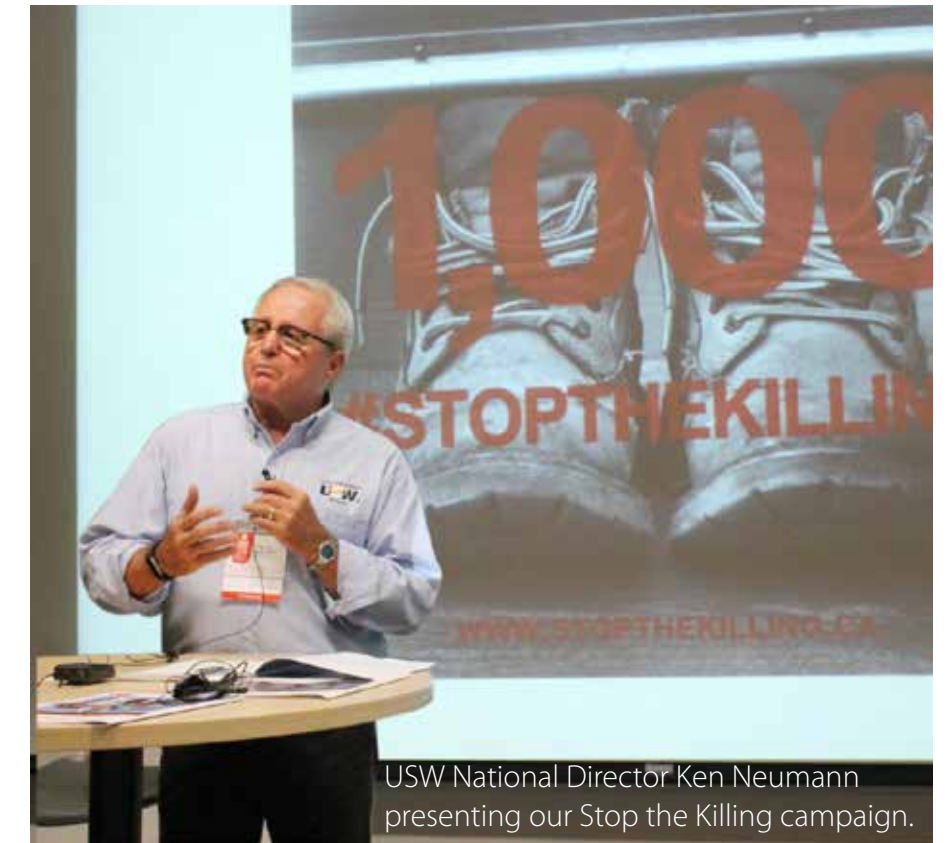
Steelworkers also made their presence known at a workshop called One Million Climate Jobs.

USW is part of the Green Economy Network (www.greeneconomy.net). Through the Canadian Labour Congress, a campaign has been developed to create one million jobs over five years to help reduce greenhouse gas emissions and tackle the climate change and unemployment crises.

It's a tall order with many challenges, but the plan

proposes policies around green transportation, clean energy production and building retrofits. Discussion around so-called "just transition" to a green economy was lively. Participants noted there is no national training strategy and Canada is at the bottom of developed countries in terms of investment in training. Reforming Employment Insurance (EI) as a tool to transition was raised but met with a warning: if jobs are not created, then training through EI is just a bridge to further unemployment and poverty.

"Sustainability cannot just mean a greener world free of industrial pollution," said Tony Clarke, founder and director of the Polaris Institute. "It has to be about communities – building them, not killing them."



USW National Director Ken Neumann presenting our Stop the Killing campaign.

Clarke said the bottom line is that if labour and like-minded policy-makers do not come forward with ideas on jobs that respond to climate change, "then everything will be decided for us and it won't be just and it won't be sustainable."

Steelworkers also sponsored workshops titled Global Labour Alliances and Negotiations; Responding to Discrimination Against Young Workers and Two-Tier Pensions and Benefits; and Uber, Innovative Part of the New Economy or Capitalism Gone Wild?

World Social Forum vs. World Economic Forum

Montreal is the first Canadian city to hold the World Social Forum, launched in 2001 in Brazil as an alternative to the World Economic

Forum, the gathering of global business and industry leaders in Davos, Switzerland.

The basic cost to attend the invitation-only World Economic Forum, not including travel and accommodation, is about \$50,000 per person.

The fee to attend this year's World Social Forum, excluding travel and accommodation, was \$40 per person.

The WSF, organized as an "open-space – plural, diverse, non-governmental and non-partisan," brings together non-governmental organizations, advocacy campaigns and social movements. Like the Steelworkers, its goal is to counter neoliberalism and build international solidarity to promote progressive alternatives to world economic and social problems. ■

► Time to Ban Two-Tier Pensions

Quebec Steelworkers continue to play a leading role in a growing political action campaign to ban two-tier pension plans in the province's workplaces.

The campaign's latest battlefield is the small community of Grenville-sur-la-Rouge, about 100 km west of Montreal, where Steelworkers Local 6213 members are on strike against refractory brick manufacturer Resco Canada.

The Resco workers hit the picket line in June after rejecting company demands for concessions including a two-tier pension system that would eliminate the defined benefit plan for new hires.

USW Local 6213 is the fourth Steelworkers group in Quebec in recent months to take on the two-tier fight for the next generation of workers.

Local 6658 members at Ciment Lafarge in Saint-Constant were on strike for three months before winning a settlement in May that preserves a defined benefit pension plan for all workers. Previous victories were achieved by Steelworkers at ArcelorMittal in Contrecoeur (Local 6586) and at the Bradken foundry in Mont-Joli (Local 6506).

"We are having to fight these battles time and time again, to protect the next generation against these

attacks," says Dominic Lemieux, Assistant to the Steelworkers Quebec Director Alain Croteau.

"It's time for the government to ban two-tier pension and benefit plans, once and for all. Quebec needs to send a clear message to employers that we won't allow discrimination against young workers," Lemieux says.

The Steelworkers, along with other unions and Quebec's main labour federation, the FTQ, are keeping pressure on the provincial Liberals – who have to date failed to legislate their party's own policy calling for a ban of two-tier pensions. Quebec already has legislation banning employers from imposing two-tier wage systems in workplaces.

USW and FTQ representatives drew attention to the two-tier pension issue during the World Social Forum held in August in Montreal. The youth wing of the Quebec Liberal Party also declared its support for the ban on two-tier pensions.

Rather than legislate its own policy, the Liberal government has referred the issue for further study by a government-appointed committee. Meanwhile, Steelworkers continue the fight on the Resco picket line in Grenville-sur-la-Rouge.

Donations in support of the strikers can be sent to: Local 6213 Strike Committee, c/o Harold Arsenault, Syndicat des Métallos, 96 Turgeon St., Suite 202, Sainte-Thérèse, QC, J7E 3H9. ■



A Steelworkers delegation drew attention to the Quebec campaign for a ban on two-tier pensions, during the opening march of the World Social Forum held in Montreal in August.

Operation Bottle Deposit



A Steelworkers-led campaign has surprised people across Quebec who have learned most of the bottles and glass they diligently place into their blue bins are dumped into landfill sites rather than being recycled.

The Steelworkers campaign, including distributing flyers outside wine and liquor stores operated by the provincial Crown corporation SAQ, has drawn widespread media coverage.

In Quebec, like other provinces, beer bottles are sold with a deposit, leading to 98% being reused and recycled. However, Quebec has no consignment system for wine bottles and other glass containers and nearly 75% of this glass ends up in landfills.

A consignment system would significantly increase recycling, produce environmental benefits and create jobs, Steelworkers point out. Quebec's Finance Minister in charge of the SAQ said in early 2015 he favours a recycling system but the government has to date failed to act. ■

“Scholars of Steel”

Get To Work As B.C. Gears Up For Election

Thanks to support from USW District 3, 25 young British Columbians had the opportunity to build their political skills as the province moves closer to a provincial election next year.

The Scholars of Steel program allowed the next generation of activists to take part in the B.C. NDP's Forward conference, which provided training and showcased the newest campaign ideas, strategies and technologies from across North America.

District 3 Director Stephen Hunt said that engaging young workers is key to winning the next election. “Encouraging young people to get politically active is critical to the well-being of our communities and our union. We need their energy and ideas to create a vision that connects with all voters,” said Hunt. Voters in British Columbia will



head to the polls in May 2017, and work is already underway to ensure voters have a clear choice between Christy Clark's anti-worker government and John Horgan's NDP. Hunt said Steelworkers will be front and centre leading the charge to ensure that working families have a real alternative.

“Since their election in 2001, the B.C. Liberal government has consistently made decisions that

has hurt workers, their families and communities. We've lost over 35,000 forestry jobs, we've seen temporary foreign workers employed over British Columbians in mining, and we've seen the health and safety of workers tossed aside. That's the Christy Clark record and her offer to voters is more broken promises,” said Hunt. “Working people cannot trust the BC Liberals to stand up for their interests.” ■

Ensuring Safe Workplaces

Upcoming District 3 Health and Safety Conference

The USW's fight for safe workplaces will take centre stage this fall as USW members from across Western Canada will gather in Winnipeg for the District 3 Health, Safety & Environment Conference. Celebrating Our Success,

Planning Our Future is the theme of the gathering that will include workshops on conducting investigations, ensuring vibrant health and safety committees and emerging issues like drug testing and mental health. The USW's successful Stop The Killing, Enforce



The Law campaign will be featured as participants come together to plan the next phase in our efforts to ensure that every worker comes home safely. The conference takes place Nov. 7 to 9, 2016.

www.usw.ca/d3hse2016 ■

Medicare and Trade Fights Coming to Ottawa

International trade, and the fight to save Canada's publicly funded, publicly delivered health-care system, will be the issues to watch as Parliament is resuming.

Trade Remedy Must Be Fixed

Over the summer, National Director Ken Neumann met with federal government officials on the need to strengthen Canada's trade remedy system. In addition to the steel industry, other key economic sectors that employ our members, such as aluminum and manufacturing, are also affected by harmful predatory trade practices.

“Any proposal for modernizing Canada's trade remedy laws must include the ability for trade unions to formally participate in the trade remedy process,” said Neumann.

As it now stands, Canada's workers and trade unions are prevented from initiating or participating in anti-dumping, countervailing duty or safeguard complaints. The federal government fails to recognize that the impact of such actions are felt by Canadian workers, and our members, more than anyone.

Trans-Pacific Partnership Must Be Stopped

Meanwhile, The Trans-Pacific Partnership (TPP) remains a mega trade deal that the USW opposes. If ratified, the TPP would severely hurt Canadian workers as well as threaten to undermine our democracy, environment and national autonomy. USW has made a submission to the Standing Committee on International Trade.

Softwood Lumber Deal Must Save Jobs

In the forestry sector, negotiators reported in August to a special meeting of the International Trade Committee that renewal talks for a Softwood Lumber Agreement between Canada and the U.S. were making little progress in advance of an Oct. 15 deadline.

The USW has emphasized that any renewed agreement on softwood lumber must not damage a sector that provides communities across Canada with family-supporting jobs.

Medicare Must Be Saved

The fight to save medicare has reached a critical point in 2016 with the B.C. trial that could give private clinics a green light and allow health care to be made more 'conveniently' available to wealthy Canadians. The Liberal government, like the previous Conservative one, has yet to write a new health accord with the provinces.

The Federal NDP has vowed to make health care for all a priority this fall.

NDP Health Critic Don Davies warned, “Canadians may not be aware of the serious threats that confront medicare.”

Davies added that the B.C. court case threatens one of the core values of the Canadian medicare system, which is that everybody should have equal access to medical services without regard to the ability to pay.

Add your name to the NDP's petition at:
www.ndp.ca/health. ■



Montréal

Photo : Fierté Montréal, Carl Ethier



Kingston



Toronto

Steelworkers from all across Canada joined with LGBT communities to celebrate Pride in 2016. As a union dedicated to social justice, we have always supported equality-seeking groups in our union, our workplaces, and in society.

Steel Pride

Fierté des Métallos

Les Métallos partout au Canada se sont joints aux communautés LGBT pour célébrer la Fierté 2016. En tant que syndicat entièrement voué à la justice sociale, nous avons toujours appuyé les groupes revendiquant l'égalité dans notre syndicat, nos lieux de travail et la société.



Montréal

Photo : Fierté Montréal, Allison Slattery



Sudbury



Vancouver