



NEWS@6

WINTER 2019
Marty's Message

Dig Deep, Stand Strong

Steelworkers,

OUR MEMBERS, FAMILY, FRIENDS and communities continue to benefit from the work of our union's members, activists and leadership.

Some days, when the challenges are big and our members are frustrated, we might question our efforts.

That's when we need to dig deep, stand strong and be the voice for those who need it most.

Someone who has walked the talk, devoting his life to the work of the union, is my assistant, Tony DePaulo. Tony will be retiring in the new year.

A tough negotiator, strong unionist and proud New Democrat, Tony worked at Hamilton's Amcan Castings and served as Vice-President of Local 4153.

We need to dig deep, stand strong and be the voice for those who need it most.

You wanted Tony on your side at the bargaining table. His gruff exterior fights for the win while his big heart cares deeply about those who are struggling.

Thank you, Tony, for all your work and dedication serving our union and working people. Now, go and join the Steelworkers Organization of active Retirees – SOAR!

The USW continues to mobilize and make progress on the issues that matter to our members:

- We are fighting to end pension theft when corporations go bankrupt or under CCAA and members and retirees' benefits are threatened.

- On workers' health and safety, we fight to Stop the Killing and Enforce the Law.
- We are always hard at work bargaining strong collective agreements.
- Our union is leading on human rights.
- Our union offers our members and prospective members a voice in the workplace.
- We mobilize to resist anti-worker legislation and to bring in laws and policies that benefit workers.
- Our union provides labour education.
- We support the activism and leadership of our next generation.
- We are working on pay equity and closing the unfair gender wage gap.
- We are engaging with and giving back in our communities.

We demand that working people get their fair share, progressive legislation and an equal playing field against global capital, greedy corporations and efforts to erode long-fought gains.

The work we do together is important. Steelworkers are making a difference. Without your efforts, our members, all working people and our communities would be in a weaker position.

Solidarity is a powerful tool!

Marty Warren
USW District 6 Director



Tom Conway

Becomes 8th
USW International
President

RANK-AND-FILE STEELWORKERS and international labour and political allies gathered in Pittsburgh on July 15 for a historic change in leadership of the United Steelworkers, with Thomas M. Conway taking the reins from Leo W. Gerard to become the USW's eighth International President.

Sworn in by his predecessor, Conway, who previously served as USW International Vice-President for 14 years, vowed to continue to fight for the union's core principles of workers' rights, good jobs and social and economic justice.

Conway's Steelworkers roots date to 1978, when he became a member of Local 6787 while working as a millwright at Bethlehem Steel in Indiana. He joined the union's international staff in 1987, then was appointed Secretary of the USW Basic Steel Industry Conference in 1995.

For more than two decades Conway steered the union through some of its greatest collective bargaining challenges. He was the USW's most-experienced contract negotiator in major industries including steel, aluminum and oil, while also leading

the charge on trade issues affecting these sectors.

Conway has vowed to build on the tremendous legacies of Leo Gerard and other USW presidents who preceded him.

"I will do everything I possibly can to make sure that we continue to be a good union. We're going to fight. We're going to continue to win," he said.

For more details on changes to the USW International Executive Board, visit www.usw.ca/ieb. ■



Myles Sullivan Named Assistant to District 6 Director

VETERAN STEELWORKERS ACTIVIST

Myles Sullivan is the new Assistant to USW District 6 Director Marty Warren.

A native of Kirkland Lake, Ont., Myles brings to his new assignment vast experience in collective bargaining, dealing with multinational corporations and a strong record of political activism.

Myles became a Steelworkers activist soon after joining the union in 1995 as an employee of mining giant Falcon-

bridge (now Glencore) in Sudbury. He was hired as a USW staff representative in 2007 and was appointed North-eastern Ontario Area Co-ordinator in 2013. His commitment to social democratic principles includes serving nine years as a vice-president of the Ontario NDP.

Myles succeeds Tony DePaulo, who recently announced his intention to retire following a long and successful career as a USW leader. ■

Organizing New Members Across District 6

FROM LABRADOR to Northern Ontario, employees in public- and private-sector workplaces across District 6 are joining the USW to improve their working and living standards.

Recent examples include Labrador City employees of Aramark, the multi-national food services and facilities provider. The employees include cooks, cleaners, maintenance and front desk workers employed by Aramark under a contract with mining company IOC to provide services at a fly-in camp and about 30 local residences.

In Kirkland Lake, Ont., part-time firefighters employed by the municipality voted to join the Steelworkers to seek respect and a real voice in addressing

concerns regarding their working conditions and fire service issues.

In Sudbury, employees providing security and customer services at the city's airport joined the USW to address issues such as being forced to pay for their safety training, licensing fees and uniforms – costs that are commonly covered by employers in unionized workplaces.

In Hawkesbury, Ont., employees of Global Ressources Humaines voted to join the Steelworkers to secure a collective agreement that strengthens their working conditions. The employees work at a pharmacy supply warehouse and distribution centre.

In Mississauga, employees of

Permacon Group, a manufacturer of concrete masonry and landscaping products, joined the USW to address issues including wages, health and safety, benefits, scheduling and respect and dignity in the workplace.

Next steps for these new members include forming bargaining committees and negotiating collective agreements with their employers.

"We are proud to welcome these new Steelworkers to our union," said District 6 Director Marty Warren. "We will support them every step of the way as they prepare to negotiate collective agreements that recognize their hard work and vital contributions to the success of their employers." ■

THE USW CONTINUES to build a community fund that will be used to provide crucial health benefits to Scully Mine retirees in Wabush, N.L.

The Community Fund for Scully Mine retirees was created to help those who saw their health and welfare benefits eliminated when Cliffs Natural Resources idled its Canadian operations and subsequently filed for creditor protection in 2015.

The fund was created following nego-

tiations between the USW and Scully Mine's new owner, Tacora Resources, which resulted in a commitment for quarterly contributions to the fund during the life of the collective agreement with the USW.

In August, the USW announced the union also would be making a significant investment into the community fund, stemming from a USW Local 6285 fund, to assist those retirees in desperate need of benefit coverage.

"This is an important step in building the critical mass needed for the new community fund to provide meaningful support to retirees who lost their health benefits," said District 6 Director Marty Warren.

"Retirees have faced tremendous hardship as a result of the loss of their benefits and the actions of the former mine operator. We are making good on our commitment to ease the anxiety and suffering of these pensioners." ■

USW Builds Community Fund for Wabush Retirees



BARGAINING SUCCESSES

9042 

Big boost to start rates for plastics workers

Significant wage gains are among highlights of an agreement between Local 9042 members and Monarch Plastics, a manufacturer of packaging for consumer and industrial products in Oakville, Ont. Members negotiated sizable jumps in start rates for all classifications – from \$2.16 to \$4.75 an hour – and across-the-board wage increases of 7.5% over four years. The contract also improves shift premiums, benefits, overtime and stat holiday provisions.

1568 

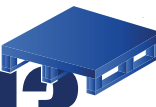
Nuclear lab employees reach good deal

A new agreement between USW Local 1568 and Canadian Nuclear Laboratories in Chalk River, Ont., provides wage increases of 7.52% over 39 months and a new salary grid allowing for more progressive career development. Other gains for the 560 technicians and technologists include increased shift premiums and a \$1,000 signing bonus.

2020 

Casino security officers protect union rights

USW Local 2020 members, working as security officers at Gateway Casinos in Greater Sudbury, negotiated a five-year deal with total wage increases of 12%. The agreement includes a signing bonus, improvements to sick leave and vacation provisions, as well as new language to protect union rights in the event of a casino relocation.

343 

Pallet makers stack up gains

USW Local 343 members in Iroquois, Ont., ratified a five-year agreement with Jackson Builders that included a \$400 signing bonus and a \$2/hour wage increase in the first year. A further lump sum of \$800 per member will be paid in the second year, followed by total increases of 7.25% over the subsequent three years. The contract improves the boot benefit, provides an annual \$200 seniority recognition payment for long-term employees and introduces language on domestic violence leave and two cents/hour contributions to the Steelworkers Humanity Fund. Local 343 members manufacture pallets for merchandise transportation.

2020 

HVAC installers improve conditions

USW Local 2020 members, employed by Reliance Home Comfort in Sudbury and Barrie, Ont., negotiated three-year agreements providing wage increases ranging from 5% to 10%, as well as lump-sum payments. The members, who install home heating, ventilation and air conditioning systems, also achieved increases in per-task rates and improved travel-related language.

6946 

Nursing and retirement home workers strengthen contracts

Local 6946 members providing care to nursing home and retirement home residents in Cobden, Ont., made gains in three-year collective agreements. Members at the Caressant Care Nursing Home and Caressant's Cobden Retirement Home achieved improvements in uniform allowances, weekend premiums, vision care, paramedical coverage and payouts of unused sick days, as well as new language on domestic violence leave. Annual wage increases were 2% within the retirement home unit and 1.5% within the nursing home unit. "These increases are at the upper range of awards from arbitrators in this sector, but they're still below inflation. We need to pursue additional strategies to address this issue," said District 6 Director Marty Warren.

Federal Election – Steelworkers Vote!

IN THE RECENT FEDERAL ELECTION, our members shared our USW election materials to help spark conversations about the issues that matter to workers – good jobs, Pharmacare, housing, putting retirees first when companies go bankrupt, reconciliation, fair trade and Liberal broken promises.

Steelworkers Vote schools gave our members a chance to learn more about the connection between politics and our workplaces. In District 6, week-long schools were held in London, Hamilton, Toronto and Sudbury, with our members volunteering on local NDP

campaigns after class.

“Complacency and neutrality is not an option as a member of the USW or a citizen of this country. This course helped fuel my fire to continue to become politically active,” said Jennifer Lyons, USW Local 1944, a participant in the Toronto school.

Two Steelworkers ran as candidates: Scott Duvall was re-elected as the NDP Member of Parliament in Hamilton Mountain. Congratulations, Scott! And although he did not get elected, Dennis Van Meer from Local 1005 ran a

strong campaign as the NDP candidate in St. Catharines, Ont.

Jagmeet Singh and the NDP can be proud of the positive, hopeful campaign that put people first. With a Liberal minority government, the NDP may be in a position to call for action on priorities such as universal Pharmacare.

While the results are not what many of us had hoped for, we can still be proud of our hard work and of our party, the NDP. Steelworkers, thank you for engaging in the recent federal election. ■



Fighting Ford

IN ONTARIO, Steelworkers are pushing back against Premier Doug Ford’s cuts and attacks.

In September, a fifth worker was killed on the job at Fiera Foods. In a media release, District 6 Director Marty Warren called on the Ford government to take action.

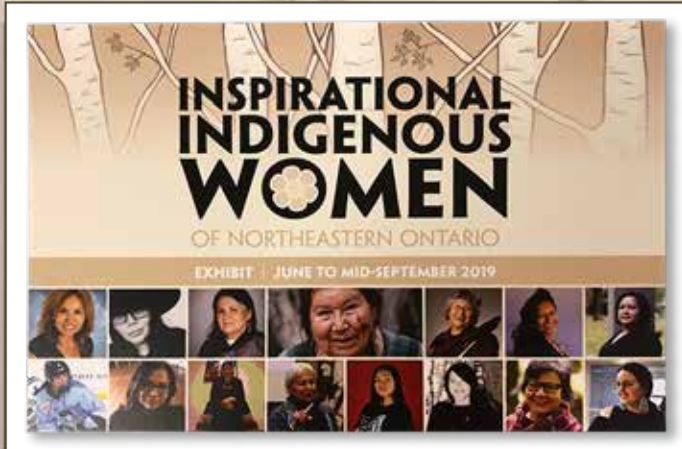
“The Ontario Attorney General, Doug Downey, must direct police and prosecutors to investigate this company and lay charges,” said Warren. “It is unacceptable to rely simply on the Ministry of Labour to inspect this incident as an ‘accident.’ Five deaths since 1999 is a pattern, not a coincidence.”

Steelworkers are fighting Ford by joining with the NDP Caucus, the Ontario Federation of Labour and other civil society groups in protesting Ford’s cuts to education, health care, child care and more. ■



DISTRICT 6 News from the Locals

Inspirational Indigenous Women at Gallery 6500



GALLERY 6500 AT THE SUDBURY STEELWORKERS HALL hosted an art exhibit from June to September, highlighting the lives of 15 Indigenous women who have excelled in the arts, activism, education and the environment.

Inspirational Indigenous Women of Northeastern Ontario is now touring, with half of the 24-by-36-inch panels on display at the Greater Sudbury Public Library, South End branch. Next, the panels will be on display at Espanola High School.

Gallery curator Jo-Anne Marshall says the exhibit was sparked by the election of Debbie St. Germain as President of the Sudbury and District Labour Council, the first woman and the first Indigenous woman to hold the role.

Since 2015, Gallery 6500 has put on two or three exhibits a year focusing on social justice themes connecting labour with the community. ■

Ottawa Valley Locals Take Action on Violence, Harassment

FOUR USW LOCAL UNIONS in eastern Ontario have made a commitment to support members experiencing domestic violence or workplace sexual harassment. In September, 14 members from Locals 4096, 1568, 4820 and 6946 trained to become USW Women's/Equity Advocates.

"This insightful training provided information into navigating issues surrounding domestic violence and sexual harassment. As new Equity Advocates we now know resources and tools available to assist our members during these difficult times," said Nancy Walsh, a participant from Local 1568.

Advocates learn about the warning signs of domestic violence and are prepared to refer members to access expert support in the community as well as inside the local union. Union support can include help from stewards or the local executive, if the member needs to take time off for legal or family issues, needs help preventing disciplinary action rooted in domestic violence or support to increase safety while at work.

"The women of our Chalk River locals have developed a very active women's committee," said USW Staff Representative Dave Lipton. "Our other Renfrew County locals also have strong women activists and the locals are working together



to improve their workplaces and their communities. The seminar gave them more knowledge to work with their members and employers towards equity."

Advocates also learn how to identify and take action when sexual harassment occurs and how to support members whether they want to make a formal complaint.

Together with USW Local 4120 at the University of Guelph, these four locals are the first in our entire union to train members to offer support to other Steelworkers who are the targets of violence or harassment. ■

DISTRICT 6 News from the Locals



Smashing Stereotypes in Sault Ste. Marie

USW LOCAL 2251's WOMEN'S COMMITTEE hosted a barbecue in August to engage the community in conversations about women in the trades.

The event was held at the Soup Kitchen Community Centre in Jamestown, a neighbourhood that is home to many low-income families, just before back-to-school.

The free barbecue and backpacks for kids helped draw a crowd, along with cotton candy and balloons.

The committee recruited volunteers from the local and area high schools to help with the event. Women tradespeople from 2251 were on hand with brochures to share information about the opportunities for women in non-traditional production and trades roles.

Kyla and Jennifer, electricians, Tamarah, a mechanical apprentice, and Terri-Lynn, a scarfer, shared their experiences to encourage more young women to consider a career in the trades.

"Although the job is tough, sometimes dirty, and working



shiftwork is challenging, the position I am in at Algoma provides stability and a good income to provide for a young family," said Terri-Lynn.

The event is an example of the type of projects USW locals can propose for funding from the newly revived Family and Community Education Fund. ■

www.usw.ca/fcef



Women's Committees Fired Up

DISTRICT 6 IS PROUD to report that another successful edition of the new course Women of Steel Committees: Leading Together is in the books, this time in Cambridge. More women are active in our union with plans to engage our Sisters of Steel. A shout-out to our awesome facilitators Janet Moffat and Charlene Clark! ■



Girls' Soccer Scores USW Backing

USW LOCAL 4610 in Cambridge, Ont., supports a local under-14 girls' soccer team. The local's sponsorship of community sports teams is both a tradition and a commitment to Steelworkers being great neighbours. The local presented the team with a "Many Hats" plaque, representing sisters sharing hope, vision and solidarity. ■



DISTRICT 6 News from the Locals



Operation Backpack

The Hamilton Steelworkers Area Council organized its eighth Operation Backpack for back-to-school. This year's total: 1,500 backpacks filled with

supplies for students. Backpacks were distributed by St. Matthew's House. Since the first Operation Backpack, Hamilton-area Steelworkers have

raised funds and donated over 7,000 backpacks and supplies to families in the community. See more photos at usw.to/2VL. ■



USW Joins Climate Action

MEMBERS OF STEELWORKERS TORONTO AREA COUNCIL (STAC) joined the massive climate day of action at Queen's Park on Sept. 27. Our union believes that we cannot address climate change in isolation from other issues facing our economy. Wealth and corporate profits have increased dramatically while wages have stagnated for decades, leading to greater economic inequality. Any plan to address climate change must also address economic inequality, or else climate change will continue to divide Canadians. ■

USW Sponsors Pride in Pembroke

THE USW WOMEN'S COMMITTEE for Locals 4096 and 1568 is making waves again. The joint committee spearheaded the two locals' participation as Presenting Partners for Pembroke Pride, held in June. In a small community, union sponsorship is important in helping Pride celebrations grow, breaking down barriers and drawing in the larger community. Way to go Steelworkers! ■

DISTRICT 6 News from the Locals



Mental Health Awareness Training

AT THE SUGGESTION of a member of Local 2278 at Alexandria Moulding in Renfrew, Ont., USW District 6 Health, Safety and Environment Co-ordinator Sylvia Boyce organized a course on Mental Health First Aid.

Twenty-four Steelworkers from eight locals across Eastern Ontario (including two members who travelled from Sault Ste. Marie) attended the Mental Health First Aid course in Hawkesbury in September, offered by the Ontario Federation of Labour's Prevention Link.

The two-day course, designed by the Mental Health Commission of



Canada, addresses stigma, awareness and provides participants with the confidence to engage someone experiencing a mental health problem or crisis.

The course filled up quickly and there

is demand to offer it again. Steelworkers union stewards want to be able to recognize when someone in the workplace is suffering and be able to help, intervene or direct them to assistance. ■



Baskets of Hope Is 10!

USW LOCAL 5795's Women of Steel, in Labrador City, N.L., held its 10th Baskets of Hope drive, collecting and delivering personal hygiene and school supplies to those in need in the community, including Labrador Hospital and Hope Haven women's shelter. ■



Labour Day Blood Drive

FOR LABOUR DAY, members of the USW Southwestern Ontario Area Council celebrated a little bit differently. A group of Steelworkers headed over to Canadian Blood Services in London, Ont., for the council's first blood donation drive. A great turnout for a great cause. ■

*** Share your local's community contributions by posting on Twitter or Facebook with #USWCares.**

Celebrating Extraordinary Legacies

FOR DECADES, LEO W. GERARD AND CAROL LANDRY represented the best of the mission of the United Steelworkers and the broader labour movement – to serve as a progressive force and powerful voice for workers and vulnerable people everywhere.

Leo and Carol spent their entire careers fighting for working families, labour rights and social justice in Canada, the United States and around the world. Their impact as international labour leaders is immeasurable.

Following their retirements from the USW International Executive Board, Leo's and Carol's tremendous legacies were recognized at a celebration in Toronto on October 26, attended by more than 500 guests including family members, USW members and retirees and labour, political and civil society allies from across Canada and beyond.

Leo Gerard championed the cause of working families for more than 50 years, from his beginnings as a scrappy Steelworkers activist in his hometown of Sudbury, to the last 18 years during which he served as USW International President.

Carol Landry is a trailblazing Woman of Steel whose 32-year record of achievement began at Highland Valley Copper in British Columbia and culminated with an 11-year term as USW International Vice-

President after becoming the first woman to serve on the union's International Executive Board.

Leo's and Carol's extraordinary legacies will continue to inspire new generations of Steelworkers activists to fight to build a better world for working people. ■



View photos of the Oct. 26 celebration at usw.ca/photos.