

USW@Work

Elliot Lake Legacy

Stop The Killing

**Organizing
Jackpot**

**Temporary
Foreign Workers**

Fairness Works

Remembering
Lynn Williams



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On the cover: Lynn Williams – an extraordinary life and a remarkable chapter in USW history.

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Drawing Inspiration



Steelworkers and progressive activists across North America recently commemorated an extraordinary life and a remarkable chapter in USW history.

Lynn Russell Williams, the USW's International President from 1983 to 1994, died May 5 in Toronto. He was 89.

Lynn embodied the best of the labour movement. He believed deeply in the dignity of all workers.

To me and to countless other Steelworkers and social activists, Lynn was a friend, a mentor, a role model, an inspiration. A hero.

Lynn embodied the best of the labour movement. He believed deeply in the dignity of all workers. Driven by an unrelenting passion for social justice, he was dedicated to improving the lives of ordinary working people.

Lynn joined the Steelworkers in the late 1940s while working at the John Inglis factory in Toronto. He rose through the union's ranks to become District 6 Director, then International Secretary, then President.

The debt of gratitude that Steelworkers owe to Lynn Williams cannot be overstated. Lynn deserves immense credit for the fact the USW remains one of the strongest and most progressive unions anywhere.

Back in the 1980s, some people were preparing to write the USW's obituary. The North American steel industry was being decimated

Williams - 2014

from a USW Hero

by scores of mill closures, bankruptcies and massive layoffs. Some observers speculated our union could be virtually wiped out. As the crisis worsened, the USW was struck by the sudden death of our International President Lloyd McBride in 1983.

Steelworkers turned to Lynn Williams, then International Secretary, to take on the staggering task of confronting the enormous challenges and upheaval that were hammering our union.

Lynn was appointed USW International President in late 1983, becoming the first Canadian to lead a major North American trade union. He went on to win three successive elections before retiring in 1994.

The USW survived this tumultuous period largely due to Lynn's unprecedented brand of leadership and innovation. He developed new bargaining techniques, dealt head-on with corporate executives and political leaders and played a crucial role in the steel industry's dramatic restructuring.

As USW International President Leo W. Gerard recalls, "Lynn Williams held this union together through the worst of times. Lynn showed he was a leader of great compassion and ingenuity, securing deals to help save as much of the industry as possible while at the same time preserving pensions and benefits for workers."

Lynn founded the Steelworkers' Organization of Active Retirees (SOAR) and helped it grow into a force of labour, political and social justice activism.

In 2005, Lynn was appointed an Officer of the Order of Canada and in 2007 the City of Toronto named a street in his honour. In 2011, Lynn released his memoir, *One Day Longer*.

Lynn proved over and over that he had the strength, passion and intellect to take on corporate CEOs and political heavyweights. But he was most content when engaging with USW members.

"There is no doubt that what mattered most to (Lynn) was the warm support he received from the rank and file of the Steelworkers union, whom he considered a profound privilege to serve," Lynn's family stated in his obituary.

Lynn is survived by four children and 11 grandchildren. He was predeceased by Audrey, his beloved wife of 53 years.

In solidarity,



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Canadian Labour Congress
convention. p. 4



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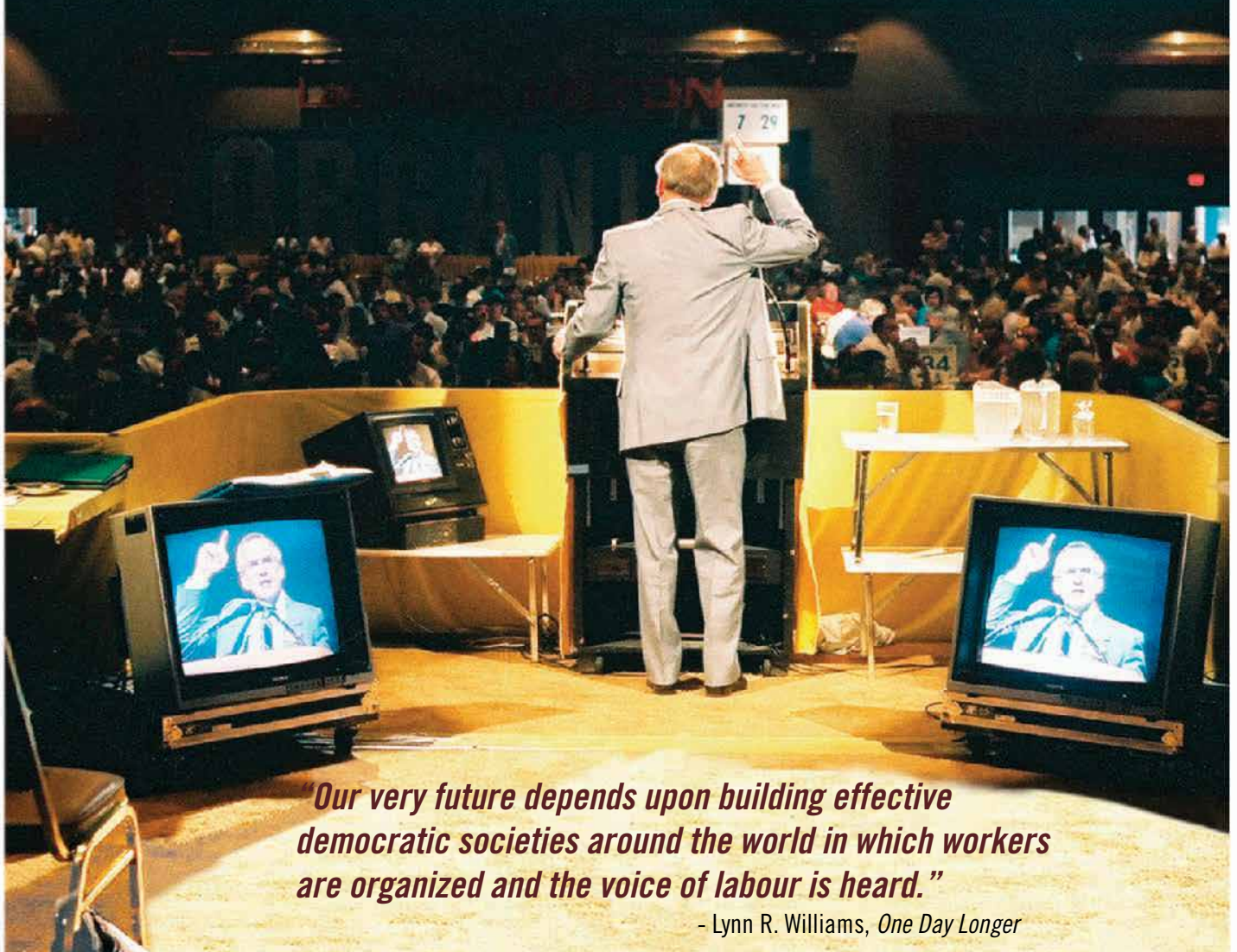
Mark Your Calendar
Scholarship deadline,
USW conferences. p. 21



Get Active
Take part in USW campaigns.
p. 22



So long, dear friend



Our very future depends upon building effective democratic societies around the world in which workers are organized and the voice of labour is heard."

- Lynn R. Williams, *One Day Longer*

CLC Commits to Reinforcing Key Initiatives

Delegates to the Canadian Labour Congress convention in May narrowly elected Hassan Yussuff as president, defeating incumbent Ken Georgetti by a 40-vote margin, 2,318 to 2,278.

Yussuff, former CLC secretary-treasurer, pledged to continue key initiatives spearheaded by Georgetti, including *Together Fairness Works*, the groundbreaking public awareness and TV advertising campaign.

During his leadership campaign, Yussuff also confirmed the CLC's commitment to support the NDP, help defeat Stephen Harper and elect Tom Mulcair in the 2015 federal election.

CLC delegates also supported the USW's Stop the Killing, Enforce the Law campaign, our campaign to overhaul the Temporary Foreign Worker Program and Steelworkers Local 9176's struggle against Crown Holdings. ■

Making History for Health and Safety

	LOST TIME INJURIES	FREQU. PER 100,000 MAN HRS	LAST YEAR AT THIS TIME
MINE DEPARTMENT	23	52	18
PLANT DEPARTMENT	10	23	9
MILL DEPARTMENT	2	13	0
ELECTRICAL DEPT	0	0	0
OTHER DEPT'S	2	11	0
ENTIRE PLANT	37	28	9
URANIUM MINES	67	25	15
ALL ONTARIO MINES	2998	53	44

take time to be safe.



“The most important thing to come out of the mines is the miner.”

– Dr. James Ham

Forum to Commemorate the Elliot Lake

The most important thing to come out of the mines is the miner,” wrote Dr. James Ham in the 1976 Royal Commission report on the Health and Safety of Workers in Mines. The USW shares that conviction, 40 years after Elliot Lake uranium miners went on a wildcat strike for better health and safety conditions.

Many USW activists got their start when they joined a joint health and safety committee at their workplace. Joint committees and occupational health and safety laws are in force across the country. These advances many of us take for granted today were fought for over decades and came at a price. It was Steelworkers in Elliot Lake who led the way, bringing attention

And yet they did not tell the miners of their exposure to such hazards. The Steelworkers had mandated safety committees in all locals. We called for mining companies and government to improve conditions, measure the effects of uranium exposure on workers and the public. We held medical clinics to document miners’ health status. Still the companies did nothing.



Marty Warren, USW District 6 Director, Stephen Hunt, USW District 3 Director, Paul Falkowski, retired Steelworker and Sylvia Boyce, District 6 Health and Safety Coordinator at the rededication of the Elliot Lake Miners’ Memorial.

Cornerstones of Health and Safety Law:

- ▶ The right to know
- ▶ The right to participate
- ▶ The right to refuse unsafe work

“Today all workers have laws to protect them, thanks to the courage of the Elliot Lake miners. Miners were getting sick and dying from silicosis and lung cancer. They went on wildcat, got everyone’s attention, and that led to the *Occupational Health and Safety Act*,” said Ken Neumann, USW National Director.

The USW honoured the Elliot Lake Miners and marked the 40th anniversary of the 1974 wildcat at a forum held over three days at the Sudbury Steelworkers Hall in April.

Health and Safety the Highway to Union Activism

to scandalous rates of industrial disease and death.

The miners had known for years that their work was making them sick. Many had died from silicosis and lung cancer. Stephen Lewis, Leader of the Ontario NDP at the time, called it a “horror story.”

“From the establishment of Elliot Lake’s mines, management knew uranium mining was dangerous, were aware of the internationally recommended levels of exposure to radiation, and knowingly sustained a level of dust many times over such levels,” writes Laurel Sefton MacDowell in her 2012 academic paper on the Elliot Lake uranium miners.

Government did nothing. But pressure was mounting.

In April 1974, almost 700 members of Steelworkers Local 5762 staged a wildcat strike against Denison Mines for better health and safety conditions.

The Ham Commission

Stephen Lewis and the NDP, working with the Steelworkers, were relentless, pressuring the Conservative provincial government of the day to take action. In 1975, the government set up the Royal Commission on the Health and Safety of Workers in Mines, chaired by engineering professor Dr. James Ham.

Elliot Lake Miners' Strike

The Ham Commission went on the road, visited the mines, heard from miners, communities, the union and the industry. Steelworkers made presentations at every hearing.

Meanwhile, at a conference in France, the Ontario Ministry of Health was presenting evidence of the hazards of uranium mining. Steelworkers attending

Director, who had worked closely with the USW compiling evidence for the commission (reprinted in *Our Times*, Sept.-Nov., 2013).

In 1976, the commission issued a report including 117 recommendations, many of them exactly what the Steelworkers had been demanding for years.

In 1978, the *Occupational Health and Safety Act* became law,

Participants honoured the history of the Elliot Lake miners' wildcat and the Ham Commission.

The forum examined current health, safety and environment practices and discussed the USW's campaign to Stop the Killing, Enforce the Law.

"The miners and their union – our union – the Steelworkers, were pushing for change, for better



Re-enacting the 1974 wildcat picket line.

Mining Review

Workers are still being killed on the job, especially in mining. We've seen four deaths in three years at Vale's Sudbury operations alone. Forty years after Elliot Lake, responding to continued pressure from the United Steelworkers, the Ontario government struck an Ontario Mining Health, Safety and Prevention Review. Once again, Steelworkers are at the forefront demanding safer workplaces. It's the personal stories of tragedy, loss and needless death that hold the power for change.

the conference were outraged. How was it that information the government had refused to share with the miners themselves could be trotted out in an ivory tower setting across the ocean?

"I appeared before the commission and laid out the unanswerable indictment of the government, the companies and institutions like the Workmen's Compensation Board (as it was then called) in their ruthless complicity in the illness and death of hundreds upon hundreds of miners in Sudbury and Elliot Lake," recalls Lewis in his eulogy to Linda Jolley, NDP Research

ushering in a new era of health and safety for Canadian workers. The law included groundbreaking provisions that now form the basis of health and safety protections in all workplaces, not just mines: the right to know, the right to participate and the right to refuse unsafe work.

Elliot Lake Forum

The 40th anniversary forum brought together health and safety activists and practitioners, politicians, retired Steelworkers and special guests, some of whom were involved in the events of the 1970s.

laws and for a role in their own health and safety at work," said Marty Warren, USW District 6 Director. "That continues today. We need to do more. We need to stop the killing."

Participants visited Elliot Lake and re-enacted the wildcat picket line. A rededication ceremony at the Miners' Memorial recognized the courage and sacrifice of Elliot Lake miners and their families.

"The United Steelworkers is the health and safety union," said Neumann. "That reputation is thanks to our history with the Elliot Lake miners, fighting for their lives." ■



STOP THE KILLING

USW campaign to enforce Westray Law rolls out across Canada

‘**Stop the Killing, Enforce the Law**’ is the talk of the town.

In fact, municipal councils in provinces across Canada are passing a USW-drafted motion to urge attorneys-general to enforce the Westray Law.

The Westray Law was passed in 2004 to hold corporations, their directors and executives criminally accountable for workplace death and injury. But in the last decade no corporate executive has faced jail time, despite the fact up to 1,000 workers are killed every year.

“It’s important for us to involve communities and municipal councils to build political pressure on provinces to enforce the law,” says USW National Director Ken Neumann.

As the USW’s campaign unfolded across the country this spring, support has been almost unanimous (Toronto Mayor Rob Ford became the only municipal politician in Canada to vote against the motion).

The campaign has also been endorsed by organizations such as police associations, federations of labour and the Union of B.C. Indian Chiefs.

In May, the Canadian Labour Congress convention in Montreal saw overwhelming support from thousands of union delegates from across the country.

“We have the entire labour movement behind our campaign. That means a great deal,” says Neumann.

Waiting for federal government support

However, the campaign has yet to be endorsed by federal Justice Minister Peter MacKay. The USW has tried, unsuccessfully, to secure a meeting with MacKay, the Conservative MP who supported the Westray Law a decade ago. MacKay’s Central Nova riding was the epicentre of the Westray Mine explosion that killed 26 miners in 1992.

Enforce the Westray Amendments

The USW resolution that is being endorsed by municipal councils across Canada urges provincial and territorial governments to ensure that:

- ▶ Police and Crown attorneys are educated, trained and directed to apply the Westray amendments.
- ▶ Dedicated prosecutors are given the responsibility for health and safety fatalities.
- ▶ There is greater coordination among police, Crown attorneys and health and safety regulators so that regulators are trained to reach out to police when there is a possibility that Westray amendment charges are warranted.

“Enforcement of the Westray Law is a provincial responsibility but it also requires leadership from the federal Justice minister,” says Neumann.

Workplace deaths continue

Two sawmill disasters in British Columbia provide disturbing examples of the need for proper investigation and enforcement of the law. Four workers were killed and 43 others were injured, yet no charges of any kind were laid following investigations of the tragedies.

“Politicians, prosecutors and police can no longer turn a blind eye to the potential that workplace death and injury are crimes,” says USW District 3 Director Stephen Hunt. “The killing won’t stop until the killers are stopped.”

A fatality in April at Vale’s smelter in Sudbury marked the fifth workplace death in three years at the mining company’s Canadian operations. No criminal charges were laid in any of the tragedies.

“How many wake-up calls does the Ontario attorney-general need before he instructs police and prosecutors to investigate and enforce the law we fought so hard to win?” asked District 6 Director Marty Warren.

The Stop the Killing campaign is gaining widespread support in Quebec, says USW District 5 Director Daniel Roy.

“The Quebec Federation of Labour is 100 per cent behind the USW,” Roy says.

A USW Legacy

The Stop the Killing campaign reflects the USW’s strong history in health and safety advocacy, says Neumann.

“We owe it to our past and, more importantly, to our future, to make the Westray Law work and Stop the Killing.”

www.StopTheKilling.ca ■



USW National Director Ken Neumann and USW District 3 Director Stephen Hunt at the Westray Miners’ Memorial in New Glasgow, Nova Scotia.


Local Action

Bring the Stop the Killing, Enforce the Law campaign to your community.

- ▶ Help get a resolution passed by your municipal council. Contact your local union president, USW staff representative, or District Health and Safety Coordinator (Ron Corbeil, District 3; René Bellemare,

District 5; Sylvia Boyce, District 6; Gerry LeBlanc, National)

- ▶ When the resolution gets before municipal councils, support the presentation by joining fellow USW members to fill the public galleries and show our resolve to move the campaign forward.



In the wake of last summer's horrific rail tanker explosion in Lac-Mégantic, Que., the USW has called on the federal government to show greater leadership and commitment to railway safety.

"Safety improvements must include greater involvement by railway workers' unions," USW Montreal Area Coordinator Richard Boudreault told the Parliamentary Standing Committee on Transportation, Infrastructure and Communities earlier this year.

"The government must improve the scope, monitoring and implementation of the Railway Safety Management Systems that apply to railway companies across Canada," Boudreault told the committee.

"This commitment to involving key stakeholders like the union is even more crucial in cases when railway companies apply for exemptions to the *Rail Safety Act* or its regulations," said Boudreault, who negotiated on behalf of 75 USW members employed by Montreal, Maine and Atlantic Railway (MMA).

The parliamentary committee launched a review of the Canadian transportation safety regime, following last summer's tragedy in Lac Mégantic. Forty-seven people died when the runaway train owned by MMA hurtled into the centre of the small town and exploded.

The USW represents over 5,000 rail workers across Canada, from clerks and intermodal employees to

Rail Explosion

PREVENTION

USW Tells Transport

maintenance-of-rail employees and on-train conductors.

The federal transport committee also heard from representatives of National Steel Car, whose 2,000 employees are members of USW Local 7135 in Hamilton. The company is Canada's oldest rail car manufacturer and USW members could produce made-in-Canada tankers to replace older models that will be phased-out, such as those used by MMA and other railways to transport dangerous products.

The transport committee was expected to report its review to the House of Commons before Parliament rises for its summer recess in late June. ■

sions
ABLE

Committee

PHOTO: Quebec City Fire Protection Services



PHOTO: House of Commons

NDP Taking On Harper Attacks

The federal Conservative government is racing against the 2015 election deadline to enact laws to weaken unions' representation of workers and to remove key democratic provisions for Canadians' right to vote.

Bill C-525, passed by the Conservative majority in April, aims to give an advantage to employers to influence workers and defeat unions in the federal sector.

This destabilizing law affects thousands of USW members working in such areas as transportation and airport security. The law forces a vote, regardless of the number of union cards signed, and gives employers time to unduly influence the outcome. Conservatives rejected an NDP amendment to shorten the time between an application for certification and a vote.

Bill C-377 amends the *Income Tax Act* to force unions to submit onerous reports to the government. The bill is before the Senate for a second time, after the Conservative majority in the House of Commons rejected amendments suggested by senators last year.

The government's latest budget-implementation bill changes the right to refuse unsafe work for federally regulated workers. The bill eliminates an appeal process and gives the federal labour minister the authority to simply designate a worksite or procedure "safe."

The Conservatives also abused the democratic process by pushing ahead with an electoral reform bill, widely derided as the Unfair Elections Act, that would eliminate Elections Canada's ability to investigate problems and disenfranchise many voters, particularly students, the elderly and aboriginal people.

"Stephen Harper's Conservative government has not given workers the respect they deserve. Instead, they have attacked collective bargaining rights, rolled back pay equity for women, and weakened both pension protection and EI benefits. Workers in Canada deserve better." – NDP Leader Tom Mulcair.

Join the fight: www.usw.ca/C-525 www.usw.ca/defeat377 ■

Pass
the
word ...

about **UNIONS**



USW Local 5328's Mike Hnatjuk speaking with Mark Breton about FAIRNESS WORKS.

What do unions do?

Reduce inequality and enhance democracy. So say three reports released by the Canadian Centre for Policy Alternatives (CCPA) in a recent series on unions.

These studies, and recent reports by the Broadbent Institute, add to the body of research that shows unions play a positive role in our society and our economy.

The reports come at a good time – just when we're working to get more people talking about the value of unions.

The United Steelworkers signed on to the Canadian Labour Congress's (CLC) FAIRNESS WORKS initiative that aims to have three million conversations about the value of unions. A second FAIRNESS WORKS TV commercial will be airing this spring and summer.

The USW is rolling out FAIRNESS WORKS campaigns in District 6 and District 3, while in District 5 Steelworkers are supporting a similar campaign led by the Quebec

Federation of Labour (FTQ). Training sessions have been held in Hamilton, London and Cambridge and more are coming to Steelworkers in Kingston and Ottawa.

Mike Hnatjuk, Financial Secretary for USW Local 5328 (ArcelorMittal Hamilton East), was eager to get involved, along with five other activists from his local.

"This is an opportunity for members who want to learn more about the local and start getting involved in their union," says Mike.

Mike says it's not hard to start conversations with members and make the connection to the threat workers and unions are facing from conservatives, provincially and federally.

"Our plant has a three-shift rotation and 12-hour continuous shifts. We've recruited members from different departments and different shifts to take part."

The group posted FAIRNESS WORKS posters around the workplace, so when campaign 'engagers' speak with fellow members, they've already heard of the initiative.

"We've learned a lot about our members. Members are more engaged, more supportive, and prepared to stand up and say a good word about the union," says Mike.

You can download posters, leaflets and more FAIRNESS WORKS materials for your local at www.usw.ca/fairnessworks. ■

**FAIRNESS
WORKS**

All-In with USW

How a fireside chat led to organizing victories at three Ontario casinos

It was a distinctively Northern Ontario get-together. Friends relaxing around a backyard bonfire, enjoying a beer, sharing a few laughs. And occasionally broaching a serious issue – like the merits of joining a union. The topic arose one evening last summer in the backyard of Wesley Ridler’s

Thunder Bay, Ont., home. Seated around the bonfire that night was a family friend, Jason Lacko, an activist with Steelworkers Local 1-2010. As Lacko spoke of the benefits of union membership, his words resonated clearly with Ridler.

“I didn’t have a lot of knowledge about unions, but the more I

spoke with Jason, the more it made sense,” recalls Ridler, a cook at the Thunder Bay casino operated by the Ontario Lottery and Gaming Commission (OLG).

Ridler and many of his co-workers were growing increasingly dissatisfied with their treatment at the hands of the OLG, a provincial government agency.



Having endured years of wage freezes, the casino employees now faced uncertainty over the proposed privatization of the casino. They found their concerns over job security, wages and working conditions were being ignored, if not dismissed.



Albert Williams
OLG Casino Sault Ste. Marie

Time to stand up

“There wasn’t a lot of consideration for the employees,” says Ridler. “They were telling us we’d keep our jobs for a year and after that anything could happen to us.”

The more he spoke with Jacko, the more Ridler became convinced it was time he and his co-workers stood up for themselves. Little did the two friends realize their fireside chat would soon lead to successful USW organizing drives at three OLG casinos.

As Ridler began speaking with his co-workers, he found there was widespread interest in joining the union. The USW Local 1-2010

leadership immediately pledged its support to the casino workers and the organizing campaign was under way.

Midway through the campaign, veteran USW District 6 organizer Denis Dallaire was assigned to help out. Dallaire was amazed by the determination of the casino workers’ ‘inside committee.’

“You want people who are respected in the workplace, who care about their co-workers and who want to have a union for all the right reasons,” he says. “That’s the kind of committee we had.”

Embracing the challenge

The committee was up to the challenge as the first wave of support inevitably subsided and the task of signing up workers took on a methodical pace.

“It was a grind,” says Lacko. “We couldn’t expect every employee to come to us to sign a card, so we tracked them down. We knocked on doors, used the phone book and made a lot of calls. And we found quite a few people on Facebook.”



Tracy Seagris
OLG Casino Thunder Bay

The inside committee began a series of ‘locker drops’ – inserting leaflets into employees’ lockers, often in the wee hours of the morning to avoid management’s gaze.

As the extent of union support became apparent, the OLG scrambled to respond. Senior OLG managers visited the casino and held multiple staff meetings every day over several days.

Employees were told that, even with a union, they should not expect wage increases due to a government-mandated pay freeze. They were told they would have to negotiate all terms and conditions of their employment from a ‘zero’ starting point.

“They fought us hard,” Ridler says. “But we weren’t going to let them get away with it.”

Employees push back

Rather than be cowed by management, the employees consulted with USW representatives, then returned to the OLG staff meetings armed with hard facts and questions.

“We asked them (OLG executives) if unionized workers at other OLG sites had negotiated increases,” recalls Ridler. “They tried to give us vague answers, because they didn’t want to admit that unions at every one of those facilities had negotiated some kind of monetary improvement.”

As the emboldened employees pointed out, it was only non-union workers being saddled with pay freezes. They also raised other issues that left management squirming. Such as a 49-percent compensation increase for the OLG’s top executives, led by the CEO’s \$673,000 package, including a \$298,000 bonus!

“That was a pivotal moment in the campaign,” Ridler says.

By November 2013, with enough union cards signed, the casino workers were ready for a certification vote. They voted by



a 70-per-cent majority to join the Steelworkers.

Victory inspires others

News of the Thunder Bay workers' victory travelled quickly to other OLG sites, where employees were realizing they also needed a union.



Wendy Shea
OLG Slots at Georgian Downs

"When I heard about it, the lightbulb went off in my head. I thought, 'what are we waiting for?'" recalls Albert Williams, a cage cashier at OLG Casino Sault Ste. Marie.

"They (OLG) weren't looking out for our interests anymore. They were going to sell us out to the highest bidder."

Eager to start organizing, Williams tracked down Denis Dallaire, who advised the first step would be to gauge if there was any interest among his co-workers.

"Albert called back a couple of hours later and said 'a lot of people want to join – let's do it,'" Dallaire recalls with a chuckle.

Williams' optimism was well-founded.

"Within a week-and-a-half, we had enough cards to apply for a (certification) vote," he says proudly.

The OLG attempted a similar counteroffensive to the one it mounted in Thunder Bay, but the Sault Ste. Marie workers also put

management on the defensive.

"One employee asked, 'how come, now that there's talk of us joining a union, all of a sudden you're interested in us and telling us you care?'" says Williams.

Quick and decisive win

On Dec. 13 – within three weeks of launching their campaign – the employees voted by a 70-per-cent majority to become Steelworkers.

The Sault Ste. Marie and Thunder Bay victories provided a welcome boost to workers at OLG Slots at Georgian Downs, in the small town of Innisfil, south of Barrie.

The Innisfil workers were in the fourth month of their organizing campaign and some were getting rattled by the OLG counterattack.

In a turning point for the campaign, more than 100 employees – nearly two-thirds of the workforce – showed up to an information session hosted by their inside committee and USW organizers Robin Saini and George Casselman.



Roger Wakefield
OLG Slots at Georgian Downs

"It was an incredible turnout and it cleared up all the misinformation," says Roger Wakefield, an inside committee member and a slot technician at the Innisfil facility.

"We went back to the OLG's staff meetings and management was totally unprepared for the questions we had," says Wakefield.

Asserting their rights

Defiant employees openly distributed union leaflets to co-workers during their breaks, defying supervisors who warned – falsely – that they could not do so.



Wesley Ridler
OLG Casino Thunder Bay

The Innisfil workers were buoyed by a remarkable letter of support, signed by their casino colleagues in Thunder Bay and Sault Ste. Marie.

"We won our votes to join the union and now we have a real say in the decisions that affect us at work. You deserve the same rights," the letter stated.

"That was very encouraging for us," says Wakefield. "It helped a lot of people realize they should join the union."

continued on page 16.





Support grows for USW campaign as **TEMPORARY FOREIGN WORKER** scandals hit McDonald's, Tim Hortons

In the wake of scandals at fast food giants McDonald's and Tim Hortons, the United Steelworkers continues to build public support for its national campaign for fundamental changes to the Temporary Foreign Worker Program (TFWP).

The USW's Give Everyone A Chance campaign has broad support for its goal of a comprehensive overhaul of the TFWP. The campaign also calls for more effective training programs and increased job opportunities for Canadians, and greater rights for temporary workers, including improved access to permanent residency.

Our campaign marked another victory this spring as more scandals came to light and media reports indicated unemployment rates in Western Canada have increased by nearly four per cent due to the explosive growth of the TFWP allowed by the Conservative government.

Steelworkers publicly called for a nationwide pause on the lower-skilled stream of the TFWP, while the Conservatives and corporations scrambled to respond to the controversy.

The Conservatives announced a temporary ban on restaurants hiring more temporary foreign workers – an inadequate response that reflects the government's ineffective, piecemeal approach to the scandal-ridden TFWP. The USW called for an immediate, much-broader suspension and review of the TFWP.

McDonald's also decided to temporarily freeze its hiring of temporary foreign workers after Canadian employees at three of its restaurants alleged their hours of work were cut and, in some cases, they were laid off to reduce labour costs.

The USW also helped expose abuses at Tim Hortons restaurants in B.C. and Alberta. Steelworkers helped file a human rights complaint on behalf of workers who sought the union's assistance. Tim Hortons assumed corporate control of the restaurants following employment standards investigations of temporary foreign worker complaints.

Find out more, sign our petition and join the campaign for real change to the TFWP at www.everyoneschance.ca. ■



Deborah Garratt
OLG Slots at Georgian Downs

On Jan. 22, the Innisfil workers voted by a 66-per-cent majority to become Steelworkers.

Within a span of two months, 580 OLG employees joined the union.

The new Steelworkers have since elected bargaining committees to represent them in negotiations for their first collective agreements.

"We're looking forward to negotiating a fair deal with the OLG that shows respect for employees," says Wesley Ridler.

When that deal is signed, Ridler may well propose a toast to his fellow Steelworkers. Around the backyard bonfire. ■

Attempts by U.S.-based manufacturing giant Crown Holdings to import its union-busting agenda to Canada have run into a brick wall of Steelworkers solidarity.

USW Local 9176 members in Toronto are in the 10th month of an extraordinary struggle against Crown, one of the world's largest makers of food and beverage containers.

Despite big profits, Crown provoked a strike at its Toronto manufacturing plant last September by demanding huge concessions from employees.

At the seven-month mark of the dispute, with the 120 Steelworkers exposed to a brutal winter on the picket line, Crown believed it was poised to break the strike.

Crown used a provision of Ontario labour law to force a mandatory vote by the strikers on the company's last contract offer.

The vote was emphatic – 117-1 to reject the concession-laden offer.

“They thought they could starve us out. They were wrong,” Local 9176 President Ken Hetherton said.

Equally impressive is the strikers' resistance to

Crown's demand for a two-tier wage structure that would create an underclass of new workers. Cuts of 42% would permanently relegate young workers to low-wage survival jobs.

Following their dramatic contract rejection, Local 9176 members have escalated a strategic, global campaign against Crown Holdings.

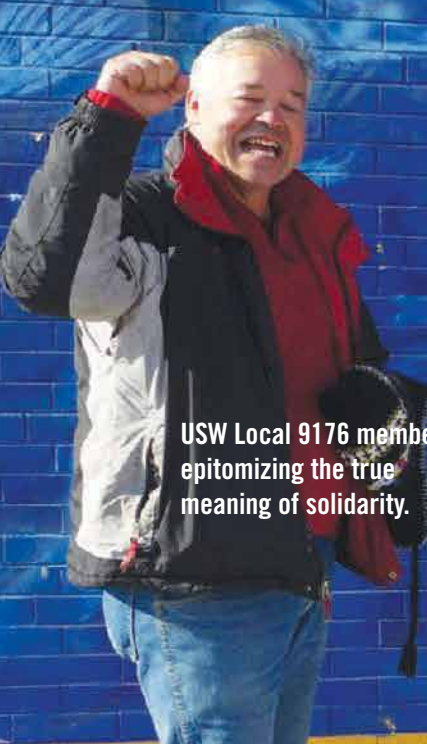
Thousands worldwide have joined campaigns targeting Crown's corporate interests and demanding political action to support the strikers' demand for a fair settlement.

The USW campaign has included a boycott of Carnival Corporation's cruise lines, due to Carnival's links with Crown Holdings.

Carnival Corporation CEO Arnold Donald also is a key member of the board of directors of Crown Holdings and as such has supported Crown's anti-union agenda.

Groups including the million-member Ontario Federation of Labour and the 500,000-member Congress of Union Retirees of Canada have endorsed the Carnival boycott. ■

WALL of STEELWORKER SOLIDARITY



USW Local 9176 members: epitomizing the true meaning of solidarity.



**Take-Backs
No More**



**USW Draws Line
in Sand at
Crown Holdings**



of





Steelworkers Local 9490 President Hugues Villeneuve and Patrice Harvey, Co-Chair of the plant's Health and Safety Committee respond to a scathing report on Rio Tinto Alcan's role in the death of USW member Cyndie Lavoie.

SCATHING REPORT

on Rio Tinto's Role in Steelworker's Death

Quebec's workplace health and safety agency has fined Rio Tinto Alcan for safety violations that contributed to the death of Steelworker Cyndie Lavoie.

The Commission de la santé et de la sécurité du travail (CSST) fined Rio Tinto \$49,973 for violations linked to Lavoie's death at the company's Alma aluminum smelter on April 30, 2013.

The CSST's report on the tragedy states that Rio Tinto failed to safeguard access to the intake area of the defective machine on which Lavoie was working. Rio Tinto's process for clearing blockages in the machine was deficient, the agency says.

Rio Tinto supervisors ignored a safety consultant's

recommendation that machinery should have been "locked out" to prevent access unless power was switched off, the CSST says.

Three months before the fatality, a worker suffered an arm injury while attempting to clear a blockage in the same machine. Rio Tinto failed to conduct an inventory of risks due to "a lack of time," the CSST notes.

Cyndie Lavoie's death was the second fatality and the fifth serious safety violation within two years at the Alma plant.

"The company has some nice health and safety programs, but their application is very arbitrary," said Hugues Villeneuve, President of USW Local 9490, whose members were locked out by Rio Tinto for seven months in 2012.



Cyndie Lavoie with her daughter Sara-Ève Lavoie-Brindle.

PHOTO: Stéphane Deschênes

"The danger had been identified, management knew that workers were having to intervene directly on that machine more often since the lockout, but supervisors chose to ignore it. And because of that, our sister lost her life," Villeneuve said.

Rio Tinto has tried to turn the page on Lavoie's death, while the union continues to confront risks in the workplace, Villeneuve said. ■

USW National Human Rights Conference

Fighting for Rights in a Low-Wage Economy



Don't Subsidize Job-Killing Mega Project

Steelworkers Demand Quebec Government Defend Jobs, Environment

Quebec Steelworkers are mobilizing to defend hundreds of jobs from the impact of a controversial, publicly subsidized but privately owned cement plant.

The Port-Daniel project in the Gaspé region calls for public subsidies to pay roughly 50 per cent of the billion-dollar, privately owned plant's cost.

The proposal has raised economic and environmental concerns since the former Parti Québécois government indicated it would subsidize the plant. Quebec's new Liberal government also appears to favour the project, although a final agreement has not been signed.

Quebec Steelworkers have stepped up political pressure on the new government, warning the mega plant could result in a net loss of jobs. The plant also would be one of Quebec's biggest polluters, accounting for 10 per cent of all industrial emissions and two per cent of total CO2 production in the province.

USW locals representing hundreds of cement workers were previously assured by Quebec's economic development minister that the mega project would not proceed if



it threatened existing jobs.

In an open letter, Steelworkers Local 9232 President Marc Tessier and Local 6658 President Éric Boulanger question why the project hasn't been shelved, given the findings of an independent market study.

"The only independent study we saw concluded that there is no market (for the new plant). We feel betrayed, abandoned," the letter states.

Steelworkers note that Quebec's four existing cement plants have been operating well below

capacity for some time. Unused capacity at the existing plants already exceeds the production levels proposed for the publicly subsidized Port-Daniel project.

Political parties have used the mega project for electioneering purposes," said Steelworkers' Quebec Director Daniel Roy.

"We have nothing against the government intervening in the economy. But if their intervention leads to job losses, all it's doing is stirring things up. The government should act responsibly, to ensure it doesn't do more harm than good," Roy said. ■



"While the union brothers and sisters who attended came from a variety of different work cultures, it was reassuring for me to experience the incredible collective passion for human rights that was evident at every turn."

**— Terrie Easter Sheen
USW Local 2010, Queen's University Staff**



B.C. Government Fails Sawmill Workers



Steelworkers and supporters demand an inquiry into botched investigations of two sawmill tragedies in British Columbia

The importance of the United Steelworkers' Stop The Killing, Enforce The Law campaign is not lost on sawmill workers or their families in northern British Columbia.

On Jan. 20, 2012, the Babine Forest Products mill in Burns Lake exploded, killing Carl Charlie and Robert Luggi, and injuring 19 others. Three months later, the Lakeland Mills sawmill in Prince George exploded, killing Alan Little and Glenn Roche, and injuring 24 people.

Mill workers and their families want to have confidence that the agencies responsible for worker safety are doing their job. Today that doesn't exist.

USW District 3 Director Stephen Hunt

In each instance, botched investigations have resulted in B.C. Crown Counsel saying it will not proceed with criminal charges. A host of agencies, including WorkSafe BC and government prosecutors have been pointing fingers of blame at each other,

while workers, families and communities are left searching for justice.

The B.C. government has announced that the province's Chief Coroner will hold an inquest into the Burns Lake explosion, with the possibility that the Prince George explosion also will be the subject of an inquest.

Recently B.C. Crown Counsel announced it won't be pursuing charges under the Workers Compensation Act against the Lakelands Mill owner. The decision is another indictment of the provincial government's failure to protect workers, says USW District 3 Director Stephen Hunt.

"While the provincial government and their agencies blame each other, workers in our province continue to be at risk. The failure of so many agencies to take appropriate action before and after this explosion and the one that preceded it in Burns Lake, leaves victims, survivors and all workers in disbelief," Hunt says.

"Mill workers and their families want to have confidence that the agencies responsible for worker safety are doing their job. Today that doesn't exist."

The USW has joined the family members of workers killed and injured in the blasts in calling for a full and independent inquiry or review, not only into the explosions, but also the failure of B.C. government

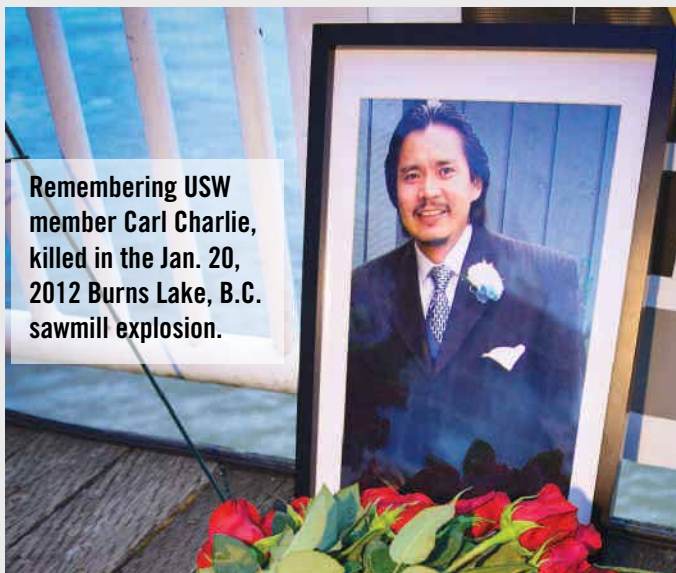


Workers, Families



PHOTO: Prince George Citizen

agencies to prevent and prosecute these incidents. Steelworkers are pressing governments at all levels, across the country, to take action to Stop the Killing, Enforce the Law. Our governments must institute a clear plan for the prosecution of negligence in workplace death, through the full application of the Westray amendments to Canada's *Criminal Code*. ■



Remembering USW member Carl Charlie, killed in the Jan. 20, 2012 Burns Lake, B.C. sawmill explosion.

PHOTO: Kris Durlen



June 30 Scholarship Deadline for Your Kids or Grandkids

The USW offers a number of scholarships to Steelworkers and children or grandchildren of Steelworkers. Many scholarships have a June 30 application deadline. Apply now! www.usw.ca/scholarships



August 11-14 Our Union In Action

Mark your calendars for the 2014 USW International Convention in Las Vegas. Held every three years, the International convention is our chance to pass resolutions charting the way forward for our union. Get ready to be inspired by the achievements and initiatives of your sisters and brothers, meet fellow activists and hear from world-class speakers. www.usw.org/convention



October 6-8 Healthy Jobs, Healthy Bodies Healthy Minds

Registration is now open for the National Health, Safety and Environment Conference, October 6-8 in Toronto: Healthy Jobs, Healthy Bodies, Healthy Minds. Plan now to join Steelworkers activists at this exciting conference where we will look at some of the new challenges facing our members and how we will fight back. Find information and registration forms at www.usw.ca/health-safety.

USW CAMPAIGNS

Get Active!

Connect with your union. Learn more and encourage your family and co-workers to take part in these ongoing USW campaigns.

Stop the Killing, Enforce the Law

USW campaign to end workplace death and injury. Enforce the Westray Law. Sign the petition. www.stopthekilling.ca



FAIRNESS WORKS

Have a conversation with your co-workers about the value of unions. Strong unions create strong communities. Let's be strong together and fight the attacks on unions and our members. www.usw.ca/fairnessworks



Rethink Child Care

USW is working with other unions and child-care advocacy groups to gather stories about the impact the lack of affordable, high-quality, public child care is having on our lives. Take part in a kitchen-table conversation. www.usw.ca/childcare



Takebacks No More

Send your message of support to USW Local 9176 workers, fighting for fairness at Crown Holdings. Workers have resisted the profitable company's demand for two-tier wages. www.takebacksnomore.ca



Give Everyone a Chance for Canada's Future

Fix the Temporary Foreign Worker Program! Tell your story. www.everyoneschance.ca



Retirement Security for Everyone

We got close to a federal agreement to enhance the Canada Pension Plan/Quebec Pension Plan, until the mutual fund companies got the Finance Minister to listen to them instead. Lobby your MP. www.usw.ca/retirementsecurity



Open for Justice

Those harmed by Canadian mining, oil and gas operations overseas need to be able to seek justice in Canada. It's time for Canada to be Open For Justice. Lobby your MP. www.usw.ca/openforjustice



Stay up-to-date on USW news and actions. Subscribe to USW's email news. www.usw.ca/e-info

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