

USW @Work

Stop the Killing
Enforce the Law

USW always has time for
Tim Hortons... workers

MANDELA, a Trade Union Hero

Quebec Mining Act Passes

Domestic Violence
Survey

**FAIRNESS
WORKS**

**campaign coming to
a workplace near you!**

- Leo W. Gerard** International President
Ken Neumann National Director for Canada
Stephen Hunt District 3 Director
Daniel Roy District 5 Director
Marty Warren District 6 Director
Stan Johnson Int'l Secretary-Treasurer
Thomas M. Conway Int'l Vice-President (Administration)
Fred Redmond Int'l Vice-President (Human Affairs)
Carol Landry Int'l Vice-President at Large
Jon Geenen Int'l Vice-President
Gary Beevers Int'l Vice-President



USW Canadian Leaders: Daniel Roy, Ken Neumann,
Marty Warren, Stephen Hunt

Editor and Department Head: Bob Gallagher
Contributing Editors: Clairandree Cauchy, Brad West,
Kim Hume, Denis St. Pierre, Lesley Stodart,
Pat Van Horne, Elizabeth Marquis
Designer: Lesley Stodart

Direct inquiries and articles for
USW@Work to: United Steelworkers
Communications and Political Action Department



On the cover: Jasodra Dhanraj, a member of USW Local
8300, Shade-O-Matic, in Toronto.

Printed on USW-produced paper.



uswmetallos

Join our online community of activists.

MAIL PUBLICATION AGREEMENT
#40006737

RETURN UNDELIVERABLE CANADIAN
ADDRESSES TO:
United Steelworkers Communications Department
234 Eglinton Ave. E., 8th Floor, Toronto, ON M4P 1K7



In the Footsteps

We lost two giants recently – one of our own, and one who changed the world – Jack Munro and Nelson Mandela. Celebrating their remarkable lives gives us the strength to stand our ground and continue our struggle for fairness, rights and dignity (p. 13, 22).

“The international solidarity of workers of the world enables us to learn from each other, to support each other and strengthen our ties.”

– Nelson Mandela

More than 1,000 workers lose their lives at work each year in Canada, a shocking statistic. Multinational corporations maximizing their profits must stop treating workers' lives as a cost of doing business. Until a corporate executive goes to jail, the deaths will continue.

That's why we've launched our Stop the Killing campaign to enforce the Westray Act across the country. We have the law. Now we need police, governments and prosecutors to use it to stop senseless worker deaths and injuries (p. 18).

The anti-union, low-wage agenda is evident on Parliament Hill. But our work to have our members talk up unions is making us stronger than ever. Our FAIRNESS WORKS campaign is building grassroots, member-to-member conversations about the importance of unions in our society (p. 4).

On Parliament Hill we're opposing bad laws that hurt unions and workers (p. 20). We're on the side of Tom Mulcair who is shining as Leader of the Official Opposition, getting the NDP ready to defeat Stephen Harper and the mean-spirited Conservative agenda in 2015 (p. 20).

It's the Harper Conservatives who are to blame for U.S. Steel's permanent shutdown of Hamilton's historic steelmaking operations, continuing the sellout of Canadian jobs (p. 14).

In spite of these challenges, we're building our strength through mergers, organizing new members and reinforcing existing partnerships (p. 8).

The USW and Telecommunications Workers Union (TWU) have reaffirmed our strategic alliance and commitment to trade union solidarity following a merger vote that narrowly fell short of the two-thirds majority required for approval.

The labour movement is committed to fairness for all workers, not just our members. The USW continues to lead the way in pushing federal and provincial governments to fix the Temporary Foreign Worker Program (p. 15) and to expand the Canada and Quebec Pension Plans (p. 6).

of Heroes

We use our strength for good when we work together for positive change. That's why the USW is on board to fight for affordable child care – a proven policy that benefits children, families and our economy (p. 12). In Quebec, we successfully lobbied for a new mining law to bring more jobs and mineral processing to the province (p. 16).

Tapping into solidarity on a global scale, we are defending our members at Crown Holdings, who are on the picket lines fighting for fairness and resisting two-tier wages (p. 10).

It's time for fairness from Canadian companies with international mining, oil and gas operations. The USW is part of the Open for Justice campaign, demanding access to Canadian courts for workers and communities harmed by the abuses of Canadian corporations (p. 9).

We have lots to look forward to throughout 2014. Let's continue in the spirit of our heroes: build solidarity, learn from and support each other.

In solidarity,

Ken Neuman



FAIRNESS WORKS

Steelworkers grassroots talking up unions. p.4



Pension Stubbornness

Provincial consensus hits federal roadblock. p.6



Domestic Violence

Identifying workplace implications. p.7



New Steelworkers

Nuclear and First Nations education workers join USW. p.8



Policing Mining

Demanding accountability from Canadian corporations. p.9



Cruise Ship Ambush

Crown Holdings strikers take their case to cruise vacationers. p.10



Rethink Child Care

Let's tell our stories. p.12



Jack Munro

Remembering a great labour leader. p.13



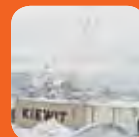
Timmy's Temporary Foreign Workers

Harper's low-wage strategy makes Tim Hortons employees vulnerable. p.15



Quebec Mining

New law promotes domestic processing, jobs. p.16



Conferences

Airport screeners hold first-ever conference. USW human rights activists meet. p.16



Stop the Killing

USW campaign to build political will for Westray law. p.18



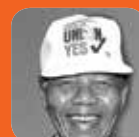
From Republicans With Love

Federal Conservatives conducting a full frontal attack on labour. p.20



Nelson Mandela

Pull-out poster of a true working-class hero. p.22





**Coming to your
workplace**

**FAIRNESS
WORKS**

George Gillis believes fairness is a fundamental value shared by Canadians.

“We all know, deep down, that fairness works,” says Gillis, President of Steelworkers Local 1105 in Hamilton and a veteran community and political activist.

“People know that fairness is important – in our jobs, in our communities and in our society – if we’re going to have the kind of country we want for ourselves and for our kids and grandkids.”

Gillis has been talking a lot about fairness lately, following his recent appointment as coordinator of a USW District 6 pilot project that is part of our union’s FAIRNESS WORKS campaign.

FAIRNESS WORKS is the United Steelworkers’ adaptation of the national campaign Together Fairness Works, launched by the Canadian Labour Congress (CLC) with support from unions across the country.

The campaign gained national attention last fall with a series of TV ads reminding Canadians of the many ways in which the labour movement has helped build a better society for all.

Polling conducted following the national ad campaign found an increase in public recognition that “unions are one of the few groups that work to provide fairness for ordinary working people.”

Most people recognize that unions helped to build Canada’s middle class and create a country with fairness as one of its fundamental values.

The labour movement helped working people achieve decent wages, safer workplaces, health and dental benefits, paid vacation time, job training and insurance coverage.

Unions stood with working people to demand better from our governments at all levels. That’s how we achieved many of the things most people take for granted today – minimum wages, statutory holidays, public health insurance, public pensions, weekends, etc.

We know that most Canadians share our values. Yet decades of unrelenting attacks on unions by right-wing politicians and corporations have reduced public support for the labour movement.

We know it’s time for union members and ordinary Canadians to reclaim the conversation about our shared values. That’s what our FAIRNESS WORKS campaign is all about – engaging and empowering Steelworkers to stand up for fairness.

The USW is committed to encouraging and empowering our members across the country to talk up their union, to have their own conversations about fairness – with co-workers, family members and friends.

The USW is implementing FAIRNESS WORKS programs at the national, district and local levels to mobilize our members. The first such initiative is the District 6 pilot project headed by Gillis.

The pilot project was launched in the Hamilton area last fall. Supported by USW staff, Gillis is

holding FAIRNESS WORKS training sessions with leaders and activists from several Steelworkers’ locals.

“We’re training local activists to be FAIRNESS WORKS ‘engagers’ who

can motivate and connect with our members at the grassroots level, in their communities,” Gillis says.

Along with empowering members to stand up for unions and fairness, the pilot project has a second, equally crucial goal, he adds.

“We’re not simply asking our members to pass along our message. We want to develop a dialogue with our members, encourage them to talk about their ideas, what they think about their union, their jobs, what’s happening to them and their families and the issues that are important to them.

“By connecting with our members we create ambassadors for the Steelworkers, for the labour movement and for fairness.”

Based on the projected success of the District 6 pilot project in Hamilton, plans call for the project to be expanded to other communities in coming months.

“We’re getting an amazing response,” Gillis says. “Our members know it’s time to do things a little differently and we know that building membership engagement makes our union stronger.”

Find out more about FAIRNESS WORKS and join the conversation at www.usw.ca/fairnessworks. ■

“By connecting with our members we create ambassadors for the Steelworkers, for the labour movement and for fairness.”



Labour's Campaign To Enhance CPP for All

It's a real challenge to get 13 provinces and territories and a hands-off federal government of the conservative stripe to agree on anything. It's even more difficult when every time the provinces get close to an agreement on expanding the Canada and Quebec Pension Plans (CPP, QPP), the federal government changes the rules or cancels the meetings.

But everyone agrees that there is a problem. Six in 10 workers, or 11 million people, are without a workplace pension or adequate savings beyond government coverage. One third of Canadian workers have no personal retirement savings at all: we are headed for a pension crisis.

The Canadian Labour Congress (CLC) has led the way for an expanded CPP/QPP as the most efficient, effective and affordable option.

"We've done the research, we've crunched the numbers and the pension experts agree: the best vehicle to help all Canadians save more for retirement is an expanded CPP/QPP," says the CLC's Ken Georgetti.

The economic collapse of 2008 brought our pension problem into focus. Many workers lost their jobs during the downturn and many more saw their private pensions wiped out or put at risk. But even before the economic collapse, decades of stagnating wages, poor participation rates in fend-for-yourself RRSPs that come with high fees and uncertain returns and the decline of private pensions mean today's workers face a steep drop

Pension Crisis

in their incomes and standard of living when they retire.

Since the recession, our economy's low-interest environment means any private savings workers manage to set aside are eaten up in fees. It's not just hard to save enough for retirement; for middle-income earners, studies show, it's not possible.

That's not someone's individual problem; the pension problem is our collective problem as a society.

Making a commitment now to enhance the CPP is an important long-horizon decision – implementation would begin in 2016.

The CLC plan to double contributions gradually over seven years is still the best option. A small premium increase would result in a future doubling of maximum benefits, raising the maximum CPP benefit from \$12,150 a year to a more livable \$24,300.

CLC's plan has earned the support of a majority of provinces. It has been endorsed by the Federation of Canadian Municipalities.

The CLC's Retirement Security For All campaign is a shining example of what the labour movement is all about: mobilizing, building support and advocating over the long haul for do-able, reasonable, positive changes to public policy that benefit all Canadians.

Enhancing the CPP/QPP is not a payroll tax as opponents have argued. Retirement savings are about putting earnings away now to be invested for the long term.

"While unions negotiate retirement improvements at the bargaining table, advocating for an enhanced CPP/QPP at the political table only makes sense. We know the CPP/QPP is the envy of the world – its size, stability, solid returns and low fees make it the ideal place for all of us, including employers, to invest. Improving CPP/QPP is an important step in fighting poverty," emphasized USW National Director Ken Neumann.

All Canadians deserve dignity and security in retirement. Enhancing the CPP/QPP is a solution to be proud of.

Learn more and Lobby Your MP: www.usw.ca/retirementsecurity. ■

Can work be safe, when home isn't? A national survey



Challenging Domestic Violence

The effects of domestic violence can follow us into the workplace. Maybe it's the worker who can't concentrate because of stress or fear. Maybe it's the colleague getting into trouble for missing work because of court dates that keep getting changed. Maybe it's the worst-case scenario: an angry ex-partner comes into the workplace to seek revenge.

These are examples, but what's the bigger picture? We want to find out. The Steelworkers and other unions affiliated to the Canadian Labour Congress (CLC) are working with the University of Western Ontario on the first-ever national survey about the impact of domestic violence on the workplace.

If you are 15 years of age or older, you are eligible to participate in this research study whether or not you have personally experienced or witnessed domestic violence.

Please spread the word. Survey results will help us develop bargaining and public policy that could make a difference. The online anonymous survey takes 10-30 minutes to complete: www.usw.ca/dvsurvey. Complete the survey and you can enter a draw for a tablet computer! ■



2013 Highlights

Over 5,000 new members joined the USW in 2013 through the hard work of USW members. And thousands more became members when existing companies reopened operations or bought previously non-union firms.

Services:

Hundreds of service sector employees joined the union in 2013. A few examples are: **200** employees at the Ontario Lottery and Gaming (OLG) casino in Thunder Bay, a further **167** OLG casino employees in Sault Ste. Marie and **45** bus drivers at Autobus Chambly in Chambly, Que.

The USW also welcomed **266** new members in Manitoba as employees at Frontier School Division Area 5 voted overwhelmingly to join the union. The new Steelworkers include teaching assistants, maintenance workers, clerical staff, bus drivers and cooks in the First Nations community of Norway House and an adjacent non-treaty community.

Nuclear:

Close to **900** employees at Atomic Energy of Canada Limited's Chalk River, Ont., facility joined the USW when their independent union voted

by a margin of 82 per cent to merge with the Steelworkers.

Mining:

225 workers at Cliffs Natural Resources' iron ore mine in Fermont, Que., joined our union after a strong campaign led by District 5 organizers and activists in March 2013.

220 coal mine workers at Teck Coal's Sparwood, B.C., mine voted to join the USW in December

2013 as part of an agreement between the USW and the workers' previous union, the United Mine Workers of America (UMWA). They will now join forces in the USW with the over 1,900 USW members working at other Teck operations in B.C.

Security:

Hundreds of security officers across Quebec joined the USW this year. Notable wins were

120 officers working for Securitas and **285** officers employed by Total Security Management.

More to come

Each of you are the key to growing our union. If you know someone who wants to improve their working life, tell them to learn more about the USW at www.usw.ca/join. ■

HOLD CANADIAN MINING COMPANIES ACCOUNTABLE OPEN FOR JUSTICE

Canada is a big global player when it comes to oil, gas and mining, but Canadian companies do not always respect human and labour rights in their international operations and there is no effective way to hold them to account.

If your co-worker were injured at work, if you were fired for trying to join a union or if your child got sick from poisoned water, you would expect a process to make the company make things right.

That has not been the case in Mexico and the Democratic Republic of Congo, for example, where Canadian companies' overseas operations have affected workers and communities and those harmed have been unable to access justice.

Workers at Toronto-based Excellon Resources' La Platosa mine in Mexico launched a process through Canada's Corporate Social Responsibility Counsellor in 2011 after the company rejected their concerns about unsafe working conditions, community benefits, incidents of intimidation and retaliation against workers wanting to unionize. The complaint went nowhere when Excellon withdrew from the voluntary process.

Approximately 73 civilians were massacred by Congolese armed forces near the village of Kilwa, in the Democratic Republic of Congo in 2004. Villagers attribute harm they suffered to the

operations of Canadian-based Anvil Mining. The company admitted to providing logistical support to the armed forces. The Quebec Court of Appeal determined Quebec lacked jurisdiction to hear the class action lawsuit.

It's time for Canada to be Open For Justice

The USW's Open for Justice campaign asks members of Parliament to support:

1. An extractive-sector ombudsman; and
2. Legislated access to Canadian courts by those seriously harmed by the international operations of Canadian companies.

Canadian mining and oil and gas companies must be held accountable in their international operations.

www.usw.ca/openforjustice

Barriers to International Accountability for Canadian Companies

1. No justice in 'host' countries: Weak regulation, lack of enforcement, barriers to the legal system.
2. International 'rules' are voluntary: Individuals/communities unable to access recourse through international courts.
3. No access to justice in 'home' countries like Canada: Canadian courts claim lack of jurisdiction. ■



Photo: Joshua Berson



CARNIVAL IMAGINATION

It wasn't quite the Pirates of the Caribbean, but striking Steelworkers embarked on a high-seas adventure in December as part of their campaign against a greedy multinational.

No one took notice when a trio of Steelworkers, representing USW Local 9176 in Toronto, boarded a Carnival Corporation ship in Miami, Florida, for a three-day Caribbean cruise.

However, it didn't take long for the intrepid passengers to bring international attention to their struggle against manufacturing giant Crown Holdings.

USW Local 9176 members have

been on strike against Crown Holdings in Toronto since last September, after the company demanded big concessions including a permanent lower wage scale for new workers.

Crown forced its Toronto employees on strike despite giving these same workers an award for making their plant one of the most profitable, productive and safest in the company's global

operations.

Crown is one of the world's largest manufacturers of food and beverage containers and is massively profitable. Its CEO was given over \$6,000 per hour in total compensation in 2012.

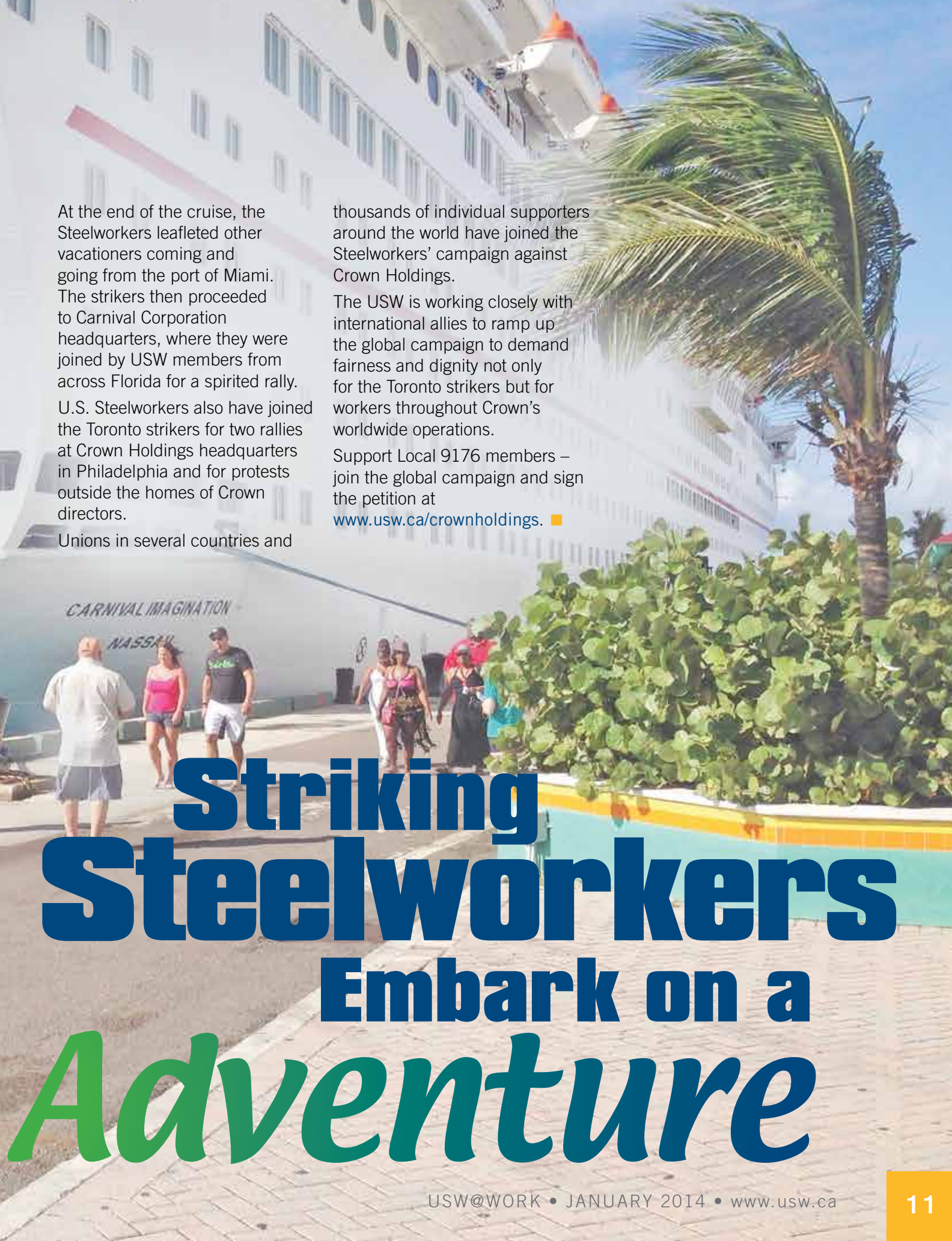
The USW is mounting a global campaign against Crown Holdings that includes targeting its corporate board of directors. Crown's wealthy directors include Arnold Donald, who also happens to be the CEO of Carnival Corporation.

So in December, enterprising Steelworkers aboard a Carnival ship ensured their fellow

passengers learned all about Donald's role in the attacks on Crown Holdings employees. The USW delegation also leafleted passengers from another Carnival ship during a stop in Nassau, Bahamas.

Caribbean

Photo: John Beechey



At the end of the cruise, the Steelworkers leafleted other vacationers coming and going from the port of Miami. The strikers then proceeded to Carnival Corporation headquarters, where they were joined by USW members from across Florida for a spirited rally. U.S. Steelworkers also have joined the Toronto strikers for two rallies at Crown Holdings headquarters in Philadelphia and for protests outside the homes of Crown directors. Unions in several countries and

thousands of individual supporters around the world have joined the Steelworkers' campaign against Crown Holdings.

The USW is working closely with international allies to ramp up the global campaign to demand fairness and dignity not only for the Toronto strikers but for workers throughout Crown's worldwide operations.

Support Local 9176 members – join the global campaign and sign the petition at www.usw.ca/crownholdings. ■

Striking Steelworkers Embark on a *Adventure*

child Rethink care

There's a better way!

Funmi is a new Canadian, a single mom with a job and a pre-school son. But the child-care bills were eating up all her money. Her only option: sending her baby back to her parents in Nigeria, who will look after him until he's older.

That's just one of the heartbreaking stories we're hearing as part of the Rethink Child Care campaign. The Steelworkers, other Canadian unions and child-care advocacy organizations are encouraging parents and other family members to talk about their



experiences trying to find affordable, good-quality child care.

We'd like to hear your story, too. Gather together a couple of friends for an hour, using the easy instructions in the Rethink Child Care guide for kitchen-table conversations. Find the guide on our website at www.usw.ca/childcare.

Your stories will help our unions plan our strategy to pressure governments for a better child-care system for Canadians.

- ▶ Almost 70 per cent of mothers with children under five are working. Yet Canada lacks a national child-care system.
- ▶ There are only enough regulated spaces for about 19 per cent of children from newborns to age 12. It's even harder to find spaces for infants and toddlers, children with disabilities, aboriginal and rural children.
- ▶ For many families, child care is the second-highest expense after housing.
- ▶ In most of Canada, child-care subsidies are hard to come by or are designed so that even low-income parents have to cover high out-of-pocket costs.
- ▶ For-profit child care provides 28 per cent of spaces in Canada and is growing at an alarming rate.
- ▶ Quebec's investment in its seven-dollar-a-day child-care program has more than paid for itself through mothers' annual income and consumption taxes.
- ▶ Quebec's child-care program increased the number of women in the workforce by 3.8 per cent, pumping an additional \$5.2 billion into the Quebec economy and boosting the province's gross domestic product by 1.7 per cent.

More information and stories: www.usw.ca/childcare ■

Jack Munro

Loss of a Labour Giant

Steelworkers lost a giant when former IWA Canada president and legendary B.C. labour leader Jack Munro succumbed to cancer on Nov. 15, 2013.

Champion for workers, fearless negotiator and fighter for decent wages and safe working conditions, Munro provided instrumental support for the merger of IWA Canada with the USW in 2004. An Order of Canada recipient, Munro was recognized for his contributions to the Labour Heritage Centre and the United Way.

Larger than life, Munro's legacy will live on in the unionists he inspired through activism. ■



Former IWA Canada President Jack Munro receiving the Queen Elizabeth II Diamond Jubilee Medal in 2012 for dedicated service to his peers, his community and to Canada.

Contract gains achieved in B.C. pattern bargaining

Amidst a challenging climate for pattern bargaining in British Columbia's forest sector, Steelworkers entered the new year having achieved contract gains in two key agreements.

In December, USW members voted by a two-thirds majority in favour of a five-year contract with Interior Forest Labour Relations Association (IFLRA) member companies in the B.C. southern interior. The new deal covers members of USW Locals 1-405 Cranbrook, 1-417 Kamloops and 1-423 Kelowna.

Shortly afterwards, USW Local 1-424 members employed by Canfor Corp. in B.C.'s northern interior ratified a similar five-year agreement, following five months of bargaining. Local 1-424 members had previously rejected an inferior offer from Canfor, an indication of the challenging negotiations climate facing the USW Wood Council.

The collective agreements ratified in December provide wage increases of 13 per cent and \$3,400 in cash payments over the five-year terms. Other gains

include improvements to health and welfare benefits, increases in living-out allowances and mileage rates for apprentices, improved contract language and provisions to secure the USW members' pension plan.

The agreements reached in December set the stage for USW negotiations in the new year with other forest sector employers such as West Fraser and the Council on Northern Interior Forest Employment Relations (Conifer). Those negotiations were ongoing as of publication time for *USW@Work*. ■

Key Forestry Deals



U.S. Steel Shutdown a New Low for Harper Conservatives

U.S. Steel's permanent shutdown of Hamilton's historic steelmaking operations marks a new low in the Harper government's sellout of Canadian jobs to foreign multinationals.

The Conservatives raised no objections when U.S. Steel announced the permanent shutdown of its Hamilton steelmaking operations in October.

In late 2011, however, the Conservatives had boasted that a secret deal they struck with U.S. Steel was great news for Hamilton and its working families.

The surprise deal was announced after the Conservatives suddenly dropped a court case against U.S. Steel for the company's failure to fulfill job and production commitments in Hamilton.

"The reality is, the Conservatives struck a secret deal that allows U.S. Steel to forever abandon steelmaking in Hamilton," says Marty Warren, USW Ontario and Atlantic Canada Director.

"The U.S. Steel case demonstrates the Harper government's refusal to demand that foreign multinationals abide by even the modest requirements of laws such as the *Investment*

Canada Act," Warren says.

From bridges, buildings and cars, to transit vehicles and wind turbines, steel is indispensable to a growing, sustainable economy. Improving our steelmaking capacity would produce real economic and environmental benefits.

However, Canada has lost steelmaking capacity despite growing domestic demand, requiring greater imports. In 2012 Canada imported \$4.6 billion more steel than was exported – the largest steel trade deficit in our history.

"The reality is, the Conservatives struck a secret deal that allows U.S. Steel to forever abandon steelmaking in Hamilton."

– Marty Warren

Workman charging coke ovens with broken coal at what was then Stelco (Steel Company of Canada) in 1944.

**HAMILTON
SHUTDOW**

ew Low

“Steel is a strategic industry that our government should defend and develop,” Warren says.

“Sadly the current federal and Ontario governments appear indifferent to the need for a manufacturing or industrial strategy.

“Our governments must do more than simply watch Canadian jobs disappear as foreign corporations flout our laws and undercut our standards.” ■

Photo: Ronny Jaques, National Film Board of Canada Library and Archives Canada, accession number 1971-NPC, item number WRM 5351, e000762840.

TOWN DOWN

Steelworkers always have time for Tim Hortons... workers

Allegations of exploited Filipino workers mark the latest scandal for the federal Conservatives' Temporary Foreign Workers Program (TFWP).

Steelworkers in British Columbia have stepped up to help Tim Hortons workers claiming to be the latest victims of abuses under the federal TFWP.

USW Local 9346 and other unions in Fernie, B.C., have been helping a group of several Filipino workers file complaints with authorities. The workers say they often put in long hours, yet were cheated out of their overtime pay by their employer.

The Filipino workers have filed *Employment Standards Act* complaints with the assistance of Steelworkers and other supporters. The first hearing for the complainants has been set for February.

Meanwhile, USW Local 9346 also has joined community efforts to find alternative employment and provide other support to the Filipino workers.

“This is simply a case of workers in our community stepping up to help other workers in need,” Local 9346 President Alex Hanson said.

The USW is leading a national debate for much-needed reforms to the Temporary Foreign Worker Program and public policies on job training and resource development.

Steelworkers have helped



expose numerous scandals and abuses of the TFWP, including a plan to hire vulnerable temporary workers from China to work in B.C. coal mines, while scores of qualified Canadian workers saw their applications rejected.

Steelworkers' activism forced the federal Conservative government to announce a review of the TFWP, but the Conservatives have failed to follow through with meaningful, progressive changes to the program.

The TFWP remains a pillar of the low-wage economic strategy favoured by the Harper Conservatives' and their corporate supporters. The program continues to suppress domestic wages and job creation, while exploiting vulnerable guest workers who have no clear path to citizenship.

The USW is spearheading a national campaign and website – Give Everyone a Chance For Canada's Future – to maintain public support for a comprehensive overhaul of the system.

Find out more, join the debate and support the campaign at www.everyoneschance.ca. ■

Steelworkers Hail New Mining Act



USW District 5 Director Daniel Roy with Quebec Natural Resources Minister Martine Ouellet.

Quebec Steelworkers have welcomed a new mining act promising greater emphasis on domestic processing of the province's mineral riches.

In an extraordinary session of the National Assembly on Dec. 10, the minority Parti Québécois government succeeded in its fourth attempt to pass the progressive legislative changes.

"This legislation enables the government to demand that our resources be developed to their optimal potential," said Steelworkers' Quebec Director Daniel Roy.

"It will now be up to our governments in the decades to come to have the courage to use the means at their disposal to ensure that multinational companies seeking to exploit our natural resources show respect for the people of Quebec," Roy said. "We hope mining companies will change their attitude and willingly agree to increase mineral processing operations in Quebec in the future."

The new legislation reflects demands made in recent years by the USW, which has pointed out that even a modest increase in resource processing in Quebec would create thousands of new jobs. ■



As the federal government puts their industry into complete flux, airport security screeners from across the country are coming together in an unprecedented way.

The first-ever Canadian Airport Screeners Conference, to be held Feb. 4-6 in Ottawa, is being co-hosted by the United Steelworkers and the International Association of Machinists (IAM). USW and IAM represent close to 95% of all unionized Canadian screening officers.

February's historic conference is a unique opportunity for our two unions to work together on crucial issues common to all screeners. ■



The 2014 National Human Rights Conference – Fighting for Human Rights in a Low-Wage Economy – being held April 2-3 in Toronto and Hamilton, will bring together USW human rights activists from across the country to confront the impact of a low-wage economic strategy on equality-seeking groups.

USW activists are encouraged to register now for the 2014 National Human Rights Conference. Register online at www.usw.ca/humanrights. ■





MÉTALLOS VS HARPER

Quebec Steelworkers Ready to Fight Conservatives' Anti-Union Agenda

There was a sense of urgency as Quebec Steelworkers met for their annual conference to confront the growing threat of the federal Conservatives' American Tea Party-like anti-union agenda.

The USW District 5 Conference theme borrowed from the title of a famous performance by Quebec comedian Yvon Deschamps – “Les unions, qu’ossa donne” (Unions, What Are They Good For?). Video clips of the enduring performance were shown during the conference as context for delegates examining how unions improve working and living standards for people everywhere.

“The point is that unions get you 10 to 20 per cent more pay, pension plans, benefits and insurance, not to mention employers’ respect. And unions increase your chances of staying safe and healthy at work,” Quebec Steelworkers Director Daniel Roy told delegates to the conference held in Laval in November.

“The Conservatives have declared open season on unions. But we won’t allow them to bulldoze us, or

our social programs, or crush the middle class and sweep us all away,” Roy said. “We are a bulwark to defend workers, the middle class and the less fortunate.”

Expert speakers joined conference delegates in discussing the implications of the Conservatives’ anti-democratic and anti-union agenda, including proposed legislation such as Bill C-377 and Bill C-525.

The Conservative bills aim to undermine and weaken unions and their ability to engage in community and political action, as well as make it more difficult for workers to join unions while making it easier for a minority of workers to decertify unions.

France Laurendeau of the Quebec Federation of Labour (FTQ) also laid out the damaging consequences of Conservative politicians’ interest in anti-union legislation similar to American so-called right-to-work laws.

In U.S. states with such laws, wages, benefits and household incomes are dramatically lower, poverty rates are higher and work-related deaths are up to 53-per-cent higher, Laurendeau noted.

Steelworkers activists also addressed the need for progressive political action, with political columnist Jean Lapierre warning the Harper Conservatives can’t be counted out for the 2015 election, even in several Quebec ridings. ■



STOP THE KILLING. ENFORCE THE LAW.

Sam and Arlen Fitzpatrick

were babies when 26 miners were killed by the 1992 Westray mine explosion – a completely preventable tragedy caused by deliberate corporate negligence.

Years later, teenagers Sam and Arlen likely never took notice when *Criminal Code* amendments, known collectively as the *Westray Law*, were passed unanimously by the House of Commons and then proclaimed into law in 2004.

We cannot stand by and watch the law we fought for be ignored by the justice system.

– Stephen Hunt

The *Westray Law* was the result of a decade of lobbying by the United Steelworkers for legislation that would hold corporations, their executives and directors criminally responsible for workplace death and injury.

The legacy of the *Westray Law* should have meant that, by the time Sam and Arlen Fitzpatrick entered the workforce, their workplace was safe

and, if not, their employer would be held criminally accountable. It should have meant that, when Sam Fitzpatrick was killed at work, criminal charges would be laid against Kiewit Construction and its executives. It should have.

Sam Fitzpatrick's father, Brian, is part of a group of families who lost loved ones because of unsafe work and who support the USW's campaign to see the *Westray Law* enforced properly.

"They knew the superintendent would fire anyone who didn't do it his way," Brian says in recalling the day his son died when he was crushed by a huge boulder that came loose from work being done above.

"So Sam and Arlen went to work. They weren't happy, they knew it was dangerous. And Sam's last words to Arlen were, 'Let's just get this over with.' Not very long after that, Sam was dead."

It was hoped and assumed that the mere existence of the *Westray Law* would act as a deterrent to corporations that do not value the lives of workers and are willing to see them killed rather than operate safely. But a decade later, more than 1,000 workers are killed each and every year, and not a single person has gone to jail.

"Fines and charges under provincial health and safety legislation are simply not enough and not an effective deterrent to companies that kill," says

USW District 3 Director Stephen Hunt, who has led the union's campaign, Stop the Killing, Enforce the Law.

"The *Westray Law* was a victory for our union. We cannot stand by and watch the law we fought for be ignored by the justice system. It is a terrible disregard of any accountability to families of men and women killed at work in a company's pursuit of the corporate bottom line."

Federal Law, Provincial Responsibility

The *Criminal Code* applies in every province and territory. It is the responsibility of each provincial or territorial attorney general and/or justice minister to enforce the code in their jurisdiction.

Therefore, the USW campaign demands that these politicians do the right thing and enforce the law by requiring police and Crown prosecutors to investigate each workplace incident as if it could be a violation of the *Criminal Code*.



The Fitzpatrick brothers in a photo taken by their father, Brian, about a month before Sam was killed on the job.

USW health and safety coordinators will meet with provincial attorneys-general to deliver the message of enforcement.

"Holding corporate executives accountable for their actions and inactions is paramount in real deterrence. It is only by having a CEO go to jail that the message will finally sink in for the corporate boards across Canada," said USW National Director Ken Neumann.

"It took us 10 years to get the original legislation passed. We are prepared to fight as long as it takes to improve enforcement and ensure that real justice is served." ■

Get Involved

Visit the Stop The Killing campaign website at www.stopthekilling.ca.

The campaign includes petitions and resolutions to be placed before municipal councils over the next several months.

Sign the petition and get involved.

Our Message to Attorneys General:

1. Educate, train and direct Crown attorneys and police to apply the *Westray Law*
2. Appoint dedicated prosecutors for health and safety fatalities
3. Ensure greater coordination among regulators, police and Crown attorneys



Photo: Canada's NDP

Mulcair RISING IN STATURE

With the Senate scandal growing, Tom Mulcair is taking on Stephen Harper with renewed effectiveness. Mulcair's laser-like questioning of Harper is widely credited for making Parliament's Question Period relevant again and showing how strong the NDP team can be. ■

"I would say today that the person in control was the Leader of the Opposition and not the Prime Minister, and that's very rare in the history of Stephen Harper."

– Chantal Hébert, CBC TV's At Issue Panel

"...His performances in the House of Commons, since the Duffy scandal broke, have been nothing short of superb."

– Michael Den Tandt, Windsor Star

"Tom Mulcair was not just as good as he's been, he was better than he's ever been."

– Bruce Anderson, CBC TV's At Issue Panel

Conservatives Ste

The federal Conservatives have shown that no anti-labour law is too extreme for them. The Harper government continues to push through their dangerous, mean-spirited anti-union bills.

Harper's Tactic: Private Members' Bills

Harper's newest tactic is to have his direct attacks on unions presented as private members' bills. This allows the Conservatives to get the legislation through Parliament quietly and rapidly, and not have to publicly defend it the way they would a government bill. Among the many attacks on unions, here's background on three bills.

The De-Certify Unions Attempt – Bill C-525

This Republican-style bill would radically change the certification process for federally regulated unions. If passed, this Conservative bill would make it possible for a small minority of union members to dissolve their

Easy Way to Lobby Senators

It's up to us to tell Senators to vote against these dangerous bills. Lobby Senators from your province at www.usw.ca/senator.

Historic Victory

Napoleon Gomez received a hero's welcome at IndustriALL's executive committee meetings in Geneva in December. It was the Mexican union leader's first in-person attendance in eight years at the executive committee on which he serves, as President and General Secretary of Los Mineros, the National Miners' and Metalworkers' Union of Mexico. Napoleon's first trip outside Canada since he was forced into exile in 2006 was shrouded in secrecy until his safe return. Napoleon's video message from Geneva is at www.usw.ca/videos. ■

Photo: IndustriALL

pping Up Anti-Union Agenda

own union, plus make it almost impossible to form a union in the first place, even with a majority vote by the workers.

Steelworkers in the transportation and airport security sectors would be affected by Bill C-525.

The Tie Up and Bankrupt Unions Attempt – Bill C-377

Fashioned on a similar U.S. Republican law, this private member's bill is designed to tie up unions in costly accounting red tape and provide right-wing 'think tanks' with details they can spin on radio talk shows. By requiring every transaction (including expenditures on pensions, salaries, health benefits and administrative costs) by every union, local, labour federation and labour council of \$5,000 or more to be collected and posted, the enormous administrative task is beyond what any corporation, charity or other organization is required to do.

The bill was passed by the Conservative majority in Parliament but amended by the Senate. With prorogation, the Senate's amendments were taken off the table, and C-377 returned to the Senate in its original form.

Senators are currently being lobbied by union members and others to amend the bill again or vote it down altogether.

The Marginalize Federal Workers Attempt – Bill C-4

Bill C-4 was passed by the Conservative majority less than a week before the house rose for the holiday break. Besides a vast number of cutbacks, this budget bill drastically changes labour relations with federal employees as well as affecting USW members covered by the *Canada Labour Code*.

Bill C-4 is before the Senate. ■

www.usw.ca/senator

A True Trade Union Hero

Nelson Mandela is unquestionably one of the great heroes of history.

His march to freedom was an idea for which he was willing to die, and for which he struggled, suffered, triumphed and ultimately changed the world.

As honorary president of South Africa's National Union of Mineworkers, Mandela understood that working peoples' ability to organize through a union was a central building block of a free society.

Un véritable héros syndical

Nelson Mandela est incontestablement un des plus grands héros de l'histoire.

Sa marche vers la liberté était une idée pour laquelle il était prêt à mourir, et pour laquelle il a lutté, souffert, triomphé et qui, en fin de compte, a changé le monde.

À titre de président honoraire du syndicat



des travailleurs des mines de l'Afrique du Sud, Nelson Mandela avait compris que la capacité des travailleurs à former un syndicat était essentielle pour bâtir une société libre.

Nelson Mandela

1918-2013

Photo - AFL-CIO