

USW@Work

A magazine for the United Steelworkers

October 2019



**SPECIAL
ELECTION
ISSUE**

Tom Conway
USW's New International President

USW@Work
October 2019

Official Publication of the United Steelworkers in Canada

Thomas M. Conway International President
Ken Neumann National Director for Canada
Stephen Hunt District 3 Director
Alain Croteau District 5 Director
Marty Warren District 6 Director
John Shinn Int'l Secretary-Treasurer
David McCall Int'l Vice-President (Administration)
Fred Redmond Int'l Vice-President (Human Affairs)
Roxanne Brown Int'l Vice-President at Large
Leeann Foster Int'l Vice-President



USW Canadian Leaders: **Marty Warren, Ken Neumann, Alain Croteau, Stephen Hunt**

Editor and Department Head: **Bob Gallagher**
Contributing Editors: **Shannon Devine, Clairandree Cauchy, Dominique Fontaine, Kim Hume, Daniel Mallette, Denis St. Pierre, Pat Van Horne, Scott Weaver, Brad West**
Designer: **Lesley Stodart**

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

www.usw.ca



Join our online community of activists

Printed on USW-certified paper.

COVER PHOTO: Thomas M. Conway, incoming USW International President and Ken Neumann, USW National Director at the union's international headquarters in Pittsburgh.



MAIL PUBLICATION AGREEMENT
#40006737

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

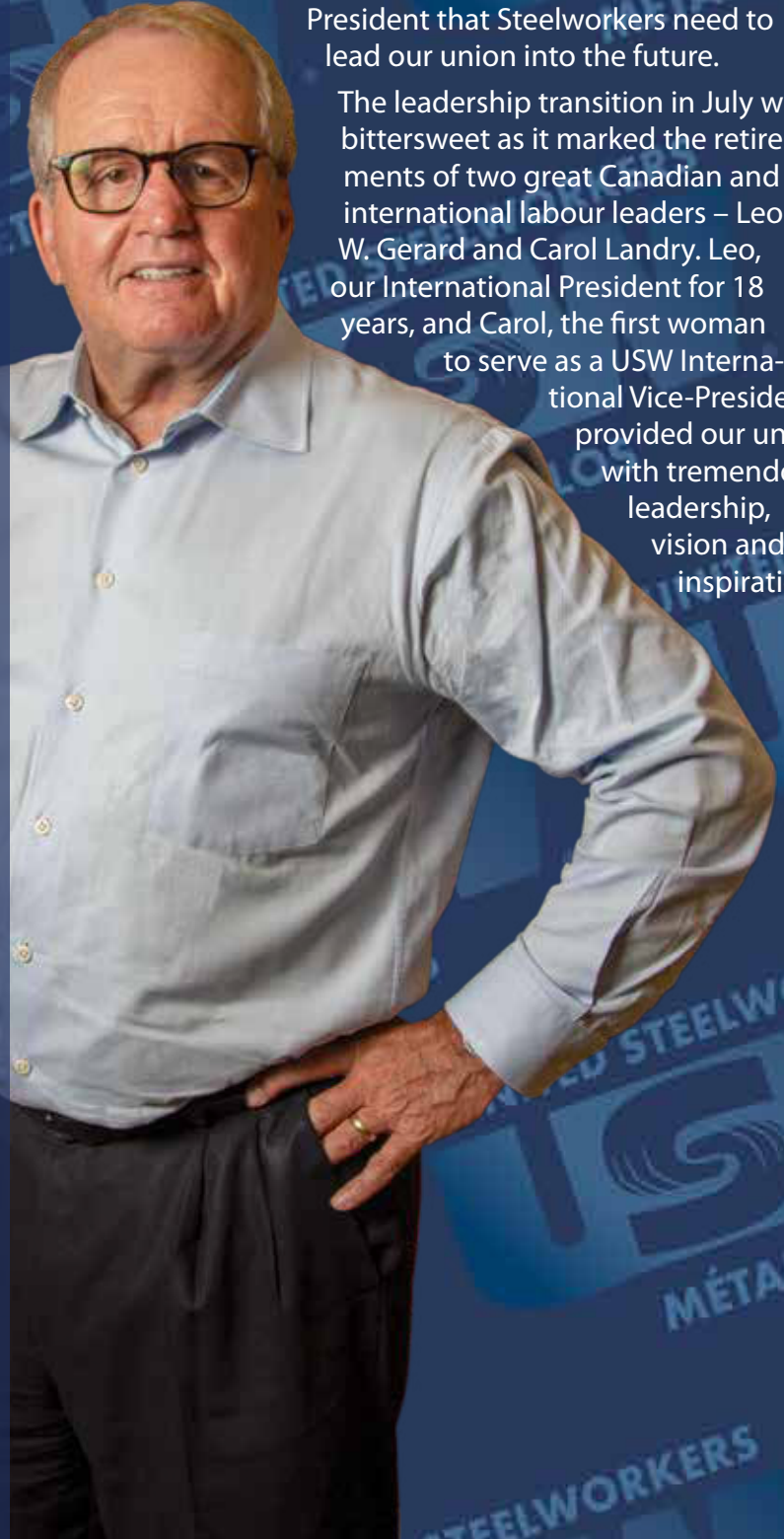


Welcoming a New USW Fighting for Progressiv

I was proud to be part of a historic ceremony on July 15 in Pittsburgh for the swearing in of Thomas M. Conway as the eighth International President of our great union.

Formerly a Vice-President of our union for 14 years, Tom is a skilled leader and a champion for our members and working people everywhere. Tom is the President that Steelworkers need to lead our union into the future.

The leadership transition in July was bittersweet as it marked the retirements of two great Canadian and international labour leaders – Leo W. Gerard and Carol Landry. Leo, our International President for 18 years, and Carol, the first woman to serve as a USW International Vice-President, provided our union with tremendous leadership, vision and inspiration.



USW President, The Government

Elections matter

While Leo and Carol have retired, they will both be voting in the Oct. 21 Canadian federal election. That's because elections matter and Steelworkers vote.

In this election, Canadians need leadership that is on our side, that will defend our jobs and take meaningful action on critical issues facing working people.

Given what has happened over the last four years, I urge you as a USW member to vote for the New Democratic Party candidate in your riding. Here's why:

Justin Trudeau and the Liberals are the government of broken promises. In the last election – as they always do – the Liberals made promises straight out of the NDP policy book. But once in power they governed much like the Conservatives – to serve corporations and the wealthy elite.

Over the last four years, only the NDP has consistently shown that it is fighting for Steelworkers and all working families.

Only the NDP stood with Steelworkers from Day 1 in fighting steel and aluminum tariffs and opposing NAFTA2, particularly while the illegal tariffs remained in place.

Only the NDP stood with Steelworkers and workers across the country to fight rampant pension theft in corporate bankruptcies. The NDP, led by MP and Steelworker Scott Duvall, introduced legislation to protect workers and pensioners – but it was opposed by Liberals and Conservatives.

Only the NDP and Leader Jagmeet Singh are proposing policies that put workers first, like the New Deal for People that will create hundreds of thousands of good, sustainable jobs.

So let's not be fooled. Let's vote for our principles and for hope for a better future. Let's choose the party that's on our side – Jagmeet Singh and the NDP.

In solidarity,



Ken Neumann
National Director

ELECTION 2019

Election Report Card

Grading the parties
p. 4



Leader Profiles

Singh, Trudeau, Scheer, May
p. 6



Candidate Profiles

NDP is on our side
p. 8



Activists

USW members get political
p. 10



Voting Guide

What you need to know to vote
p. 12



New USW Int'l President

Thomas M. Conway takes the helm
p. 13



Our Heroes: Leo & Carol

A tribute as leaders retire
p. 14



ABI Workers Ratify

Local 9700 returns to work
p. 16



Hot Edict

Local 1-1937 fights for rights
p. 19



Solidarity for Health and Safety

Local 7085 stands strong
p. 20



Inquiry Demands Action

USW responds to MMIWG report
p. 23



Report Card on the Issues

USW has graded the parties on the issues that matter to Steelworkers. The NDP gets better grades because its policies will do more for workers than what we've seen from Liberals or Conservatives.



GOOD JOBS		
NDP	Liberal	C
<p>A+</p> <ul style="list-style-type: none"> ✓ NDP will create 300,000 good jobs, particularly clean-energy jobs ✓ Will require all infrastructure projects use Canadian-made steel and aluminum ✓ Commits to ban replacement workers 	<p>D-</p> <ul style="list-style-type: none"> ✗ Signed bad trade agreements negotiated by Conservatives (CETA, TPP) ✗ Overrode collective bargaining by legislating postal workers back to work ✗ Delayed promise to ban unpaid internships 	<p>F</p> <ul style="list-style-type: none"> ✗ Failed to hold foreign corporations accountable for their jobs promises, like U.S. Steel ✗ Legislatd Air Canada and postal workers back to work ✗ Ignored worker protections in trade agreements (NAFTA, CETA, TPP, etc.)

RECONCILIATION

NDP	Liberal	C
<p>A+</p> <ul style="list-style-type: none"> ✓ NDP will fully implement the UN's Declaration on the Rights of Indigenous Peoples and Reconciliation Commission's 94 Calls to Action ✓ Commits to investing in children and ending funding discrimination ✓ Will immediately invest to end all drinking water advisories by 2021 	<p>D-</p> <ul style="list-style-type: none"> ✗ Bungled the National Inquiry into Missing and Murdered Indigenous Women and Girls ✗ Fired Jody Wilson-Raybould, the first Indigenous Attorney General and kicked her out of the Liberal caucus for doing her job ✗ Fought Human Rights Tribunal decision in court on funding child welfare services 	<p>F</p> <ul style="list-style-type: none"> ✗ Chronically underfunded vital services for Indigenous peoples ✗ Announced funding for 25,000 homes but fewer than 100 were built ✗ Conservatives in the Senate delayed bill to implement UN's Declaration on the Rights of Indigenous Peoples and caused it to die



#LiberalBrokenPromises

Justin Trudeau's Liberals have broken many of the promises made during the 2015 election.

- ✗ **ABANDONED** electoral reform
- ✗ **REFUSED** to end pension theft
- ✗ **MAINTAINED** subsidies to oil and gas companies
- ✗ **BACKED AWAY** from ban on assault-style rifles
- ✗ **SHELVED** implementing federal fair-wage policy
- ✗ **CONTINUED** elitism and entitlement
- ✗ **OVERRULED** collective bargaining
- ✗ **NO FRAMEWORK** for Indigenous governance
- ✗ **UNFAIR TAX BREAKS**, mainly to over \$200K earners

The government's own "mandate tracker" website includes five election promises under the status "Not being pursued."

TRADE

NDP **Liberal**

<p>A</p> <ul style="list-style-type: none"> ✓ NDP is the only party that stood with USW in rejecting NAFTA2, particularly while illegal steel and aluminum tariffs remained in place ✓ Always puts people before corporations ✓ Will modernize the Investment Canada Act to protect Canadian jobs 	<p>D-</p> <ul style="list-style-type: none"> ✗ Accepted bad trade deals negotiated by Harper Conservatives (TPP and CETA) ✗ Rammed through secretly negotiated TPP, killing tens of thousands of Canadian jobs ✗ Signed NAFTA2 without securing removal of illegal U.S. tariffs as a signing condition 	<p>F</p> <ul style="list-style-type: none"> ✗ Conservatives negotiated Canada-European Union Trade Agreement (CETA) threatening health-care system and Canadian jobs ✗ Negotiated job-killing trade deals in secret including CETA and TPP, putting corporate profits ahead of jobs and opportunity
---	--	--

PENSIONS

NDP **Liberal**

<p>A+</p> <ul style="list-style-type: none"> ✓ NDP MP and Steelworker Scott Duvall proposed a law to put retirees first in corporate bankruptcies ✓ NDP commits to making workers the top priority for repayment ✓ NDP will stop the move towards target pensions that threatens defined benefit plans 	<p>D-</p> <ul style="list-style-type: none"> ✗ Refused to support NDP or Bloc bills that put retirees first when companies go bankrupt ✗ Liberal Finance Minister Bill Morneau sideswiped labour by introducing Bill C-27 to bring in target-benefit plans in the public sector Following Sears bankruptcy, failed to strengthen laws to protect pensioners 	<p>F</p> <ul style="list-style-type: none"> ✗ Stephen Harper pushed back retirement age to 67, a two-year delay for Old Age Security and Guaranteed Income Supplement ✗ Ended lifetime pensions for injured veterans providing only a lump sum ✗ 20,000 Steelworker pensioners lost health benefits thanks to Harper's secret deal with U.S. Steel
--	--	--

HEALTH CARE

NDP **Liberal**

<p>A+</p> <ul style="list-style-type: none"> ✓ NDP commits to universal pharmacare by 2020, covering everyone ✓ Will include dental and vision care for all ✓ Will immediately increase funding and resources towards the opioid crisis 	<p>D</p> <ul style="list-style-type: none"> ✗ Liberals promised pharmacare but delivered only studies and delay ✗ Continued Harper's erosion by not renewing the Health Accord ✗ Continued Harper's health care funding formula 	<p>F</p> <ul style="list-style-type: none"> ✗ Allowed Canada Health Accord with the provinces to expire, leading to provincial disparity and creeping privatization ✗ Abandoned federal leadership role on health care
---	---	---

HOUSING

NDP **Liberal**

<p>A+</p> <ul style="list-style-type: none"> ✓ NDP consistently supports investments in social and affordable housing ✓ Commits to creating 500,000 units of affordable housing in the next 10 years ✓ Will provide immediate relief for families struggling to afford rents 	<p>D-</p> <ul style="list-style-type: none"> ✗ Delayed National Housing Strategy – most funding only begins after election ✗ Parliamentary Budget Officer said strategy would reduce funding to needy households ✗ Liberals ended federal housing program under Paul Martin 	<p>F</p> <ul style="list-style-type: none"> ✗ Stephen Harper cut social housing subsidies in 2013 and chronically underfunded housing programs ✗ Initially invested in social housing and home ownership, then cut these programs
--	---	--

Leadership is Important



On our side

Jagmeet Singh, NDP

Jagmeet Singh was a criminal defence lawyer and a provincial MPP in Ontario before winning the NDP leadership in 2017, becoming the first racialized leader of a major political party in Canada. He was elected MP for B.C.'s Burnaby South riding in February 2019.

Singh's inner strength and empathy for those who are struggling comes from overcoming difficult experiences when he was young, including racist bullying, sexual abuse and his family's financial precarity.

Singh is the only leader who stood with Steelworkers to demand that NAFTA2 be rejected, particularly while illegal steel and aluminum tariffs remained in place.

- ✓ Will protect pensions and put people first in corporate bankruptcies
- ✓ A plan to expand medicare to include universal pharmacare – quality prescription drug coverage for everyone
- ✓ Climate plan includes creating 300,000 jobs and rebuilding local economies with family-sustaining work
- ✓ Will build 500,000 units of quality affordable housing in next 10 years

“Workers have been, and will continue to be, at the centre of the work we do as New Democrats. In solidarity, let’s keep fighting for a more just world and a fairer economy for all Canadians.”

– Jagmeet Singh



Broken promises

Justin Trudeau, Liberal

Justin Trudeau was a teacher in Vancouver before becoming an MP in the Montreal riding of Papineau in 2008.

From backing off a central election promise to bring in electoral reform, to failing to govern transparently and accountably, Trudeau has over-promised and under-delivered.

In 2015, Trudeau campaigned for “real change for the middle class.” But in power, he has governed on behalf of big corporations and the well-connected, not for workers.

Trudeau’s government went ahead with bad trade deals negotiated by Conservatives, failing to stand up for workers and worker rights.

- ✗ Legislated postal workers back to work, just like Harper’s Conservatives did
- ✗ Signed NAFTA2 without securing removal of U.S. tariffs as a signing condition
- ✗ Failed to support bills to end pension theft, that would put workers first in corporate bankruptcies
- ✗ Broke the ethics laws during the SNC-Lavalin scandal, kicking former cabinet ministers Jody Wilson-Raybould and Jane Philpott out of the Liberal caucus

Five key Liberal promises: “Not being pursued”

– Status of broken promises on the government’s “mandate tracker,” including electoral reform and providing a break on EI premiums for companies that hire younger workers.



Photo: IDW5605 licensed under CCO 1.0

Not for workers

Andrew Scheer, Conservative

Andrew Scheer was first elected in Saskatchewan when he was 25 years old. He won the Conservative leadership in 2016, as “everybody’s second choice.”

While he campaigned for the Conservative leadership on balanced budgets, he’s changed his tune closer to the 2019 election, claiming he will balance the books in five years, not two.

Softening previous promises is becoming a habit. Scheer backed off another leadership promise – the offer of a tax deduction to parents who send their children to private schools.

Scheer is pro-life and has opposed same-sex marriage in House of Commons debates, but has said he would not re-open debate on either abortion or same-sex marriage.

- ✘ Not worker-friendly. Voted against repealing anti-union bills C-377 and C-525
- ✘ Has had to distance himself from anti-immigrant supporters and charges of tolerating intolerance
- ✘ Too close to unpopular premiers Doug Ford in Ontario and Jason Kenney in Alberta

“Scheer’s selling proposition to Conservatives was that he could appeal to moderates by being a nicer guy than Harper, but that he could mollify the activist base by letting it act up a bit, without fear of reprisal.”

– Paul Wells, Maclean’s



Photo: darkonc on Flickr, used under CC BY-NC-SA 2.0

One-issue party

Elizabeth May, Green

Elizabeth May became federal leader of the Green Party in 2006, but led the party from outside the House of Commons until 2011. A lawyer, May was executive director of the Sierra Club of Canada from 1989 to 2006.

The Green Party has enjoyed momentum and rising support in 2019 with climate change ranking as a top election issue for voters, while still struggling to be considered more than a one-issue party fighting climate change.

May reversed an earlier position on what the party would do in a minority situation, saying she would support a Conservative minority government if it committed to address climate change.

- ✘ Criticized for suggesting SNC-Lavalin could do “community service” by building water infrastructure projects on Canadian First Nations reserves if the engineering giant is convicted on fraud and corruption charges.
- ✘ Had to supplement the Green Party Mission: Possible platform to make up for a weak jobs and just transition policy.

“We will negotiate with anyone, we will talk to everyone, but we won’t compromise on climate action.”

– Elizabeth May

5 NDP CANDIDATES *On Our Side*

Leah Gazan – Winnipeg Centre



Leah Gazan is an educator, advisor and media contributor. She has spent her life working for human rights, most recently, working to build support and passage of Bill C-262, the act to adopt and implement the United Nations Declaration on the Rights of Indigenous

Peoples (UNDRIP), which passed in the House of Commons and was stalled by the Conservatives in the Senate.

Acting as the Winnipeg lead during Idle No More, Leah articulated the movement to the Winnipeg public.

Leah cofounded the #WeCare campaign aimed at building public will to end violence against Indigenous women and girls. Leah is a member of Wood Mountain Lakota Nation, located in Saskatchewan, Treaty 4 territory.

Leah hopes to regain Winnipeg Centre for the NDP; it was held by Pat Martin for 18 years prior to going Liberal in the 2015 election.

www.leahgazan.ca

Nick Milanovic – Hamilton East–Stoney Creek

Nick Milanovic grew up in Hamilton, earning three degrees at McMaster University before studying law with a focus on social justice. He earned a graduate law degree before beginning his legal practice.

In Washington, D.C., Nick worked on international legal cases against corporations exploiting vulnerable people. In 1997, he returned to Canada to work in CUPE's legal department to fight on behalf of workers.

Now an arbitrator, mediator and workplace investigator, Nick also teaches law at Carleton University, where he conducted research on protecting workers' rights during bankruptcy. Nick's grandfather worked as a steelworker at Stelco.



Nick is running against Liberal Bob Bratina, who has a record of broken promises to Steelworkers – refusing to reveal details of the secret deal with U.S. Steel, failing to stand up for Steelworker pensioners and kicking USW lobbyists out of his office on Parliament Hill. nickmilanovic.ca

Scott Duvall – Hamilton Mountain

Before being elected MP in 2015, Scott Duvall was a city councillor for nine years. A Steelworker, he served as President of USW Local 5328, helping save hundreds of good jobs and pensions at Stelwire during the bankruptcy and subsequent sale of Stelco Inc.

In Parliament, Scott introduced a Private Member's Bill, C-384, that would put workers and pensioners as priority creditors during corporate bankruptcies. Scott hosted community town hall meetings across the country on ending pension theft and putting workers first.



Scott is ready to stand with Jagmeet and the NDP to put workers, seniors, and families first – instead of the richest corporations.

scottduvall2019.ndp.ca

Rachel Blaney – North Island–Powell River



Rachel has served as Member of Parliament for North Island–Powell River since 2015. As the NDP's Critic for Seniors and Veterans Affairs, Rachel has been a strong advocate for a

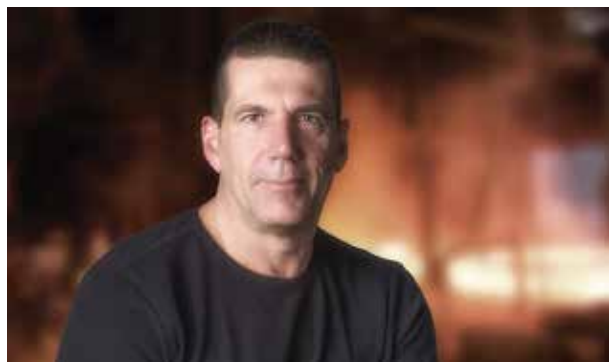
National Seniors Strategy. She is committed to ending poverty and food insecurity for seniors in Canada and tackling the rising cost of living.

Before entering politics, Rachel was a community leader on the island. She served as the Executive Director of the Immigrant Welcome Centre of North Vancouver Island and worked collaboratively with a network of small businesses to support local economic growth.

In August, Rachel visited USW picket lines to show solidarity and hear from members of Local 1-1937 on strike against Western Forest Products.

rachelblaney2019.ndp.ca

Dennis Van Meer – St. Catharines



A Steelworker and Vice-President of USW Local 1005, Dennis Van Meer was born and raised in St. Catharines. Dennis witnessed thousands of

people lose their jobs and pensions when Sears went bankrupt – and he's determined to stand up for workers' rights and put a stop to pension theft.

A long-time union activist, Dennis knows how hard people are working in his community to try to make ends meet. He's passionate about closing tax loopholes and making life better for everyday people, not just not the ultra-rich.

Dennis is running against Liberal Chris Bittle and first-time candidate Conservative Krystina Waler. ■

dennisvanmeer.ndp.ca

USW Activists Get Political for



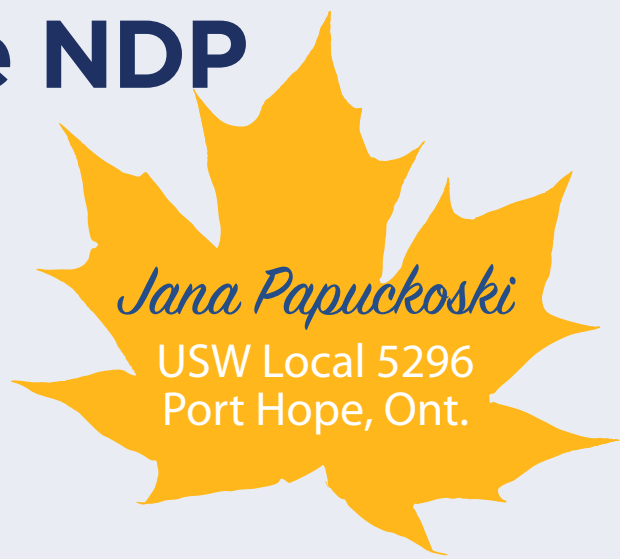
When Jennifer Bowes was a union rep with another NDP-partisan union, political events were hosted in the union hall. She met politicians and learned about issues from a workers' perspective. A colleague asked her to join the provincial NDP, and she hasn't looked back.

Jennifer volunteered, attended an NDP convention, got involved in the women's wing and became the provincial NDP candidate in her riding of Saskatoon–University in 2016, coming within 350 votes of victory.

Jennifer says she grew up poor alongside two brothers, raised by a single mother. Her personal experiences with hardship and societal economic injustices led her to choose the NDP, a party aligned with her values. She believes human rights and people's needs should come first before profits.

Jennifer is already nominated to run again provincially in 2020. In the meantime, she's volunteering door-to-door with federal candidate Claire Card.

the NDP

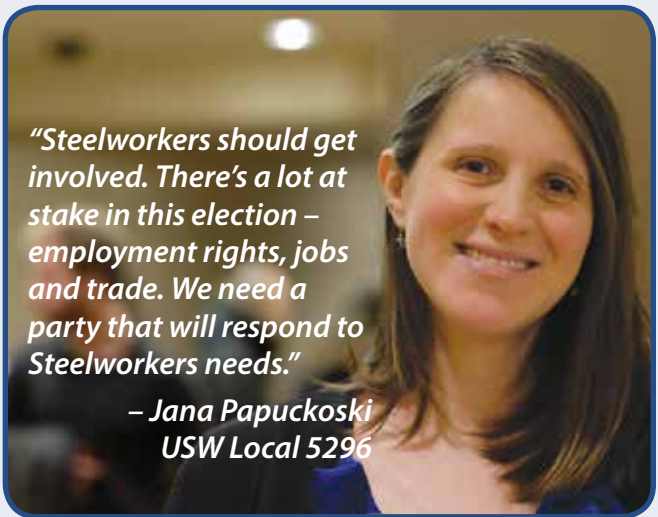


Jana Papuckoski

USW Local 5296
Port Hope, Ont.

Jana Papuckoski is Vice-President of USW Local 5296, representing security guards. She lives in the federal riding of Northumberland–Peterborough South in Ontario.

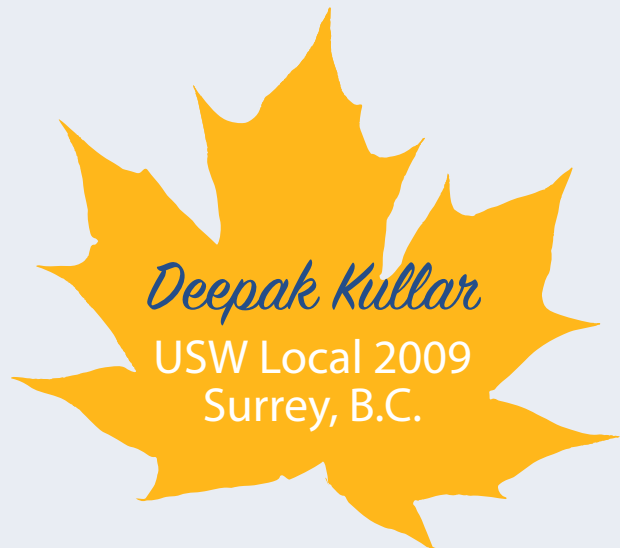
Jana grew up in a union household that instilled a sense of community and a duty to think about others. That led to studying political science in university and volunteering for the NDP.



“Steelworkers should get involved. There’s a lot at stake in this election – employment rights, jobs and trade. We need a party that will respond to Steelworkers needs.”

– Jana Papuckoski
USW Local 5296

“How do you help other people on a grand scale? Politics is one way of doing that,” says Jana, who was a provincial NDP candidate in 2018 and volunteers on the federal NDP riding association. In the election, she’ll volunteer with her local NDP candidate, knocking on doors and talking to voters in the evenings and weekends when she’s not at work.

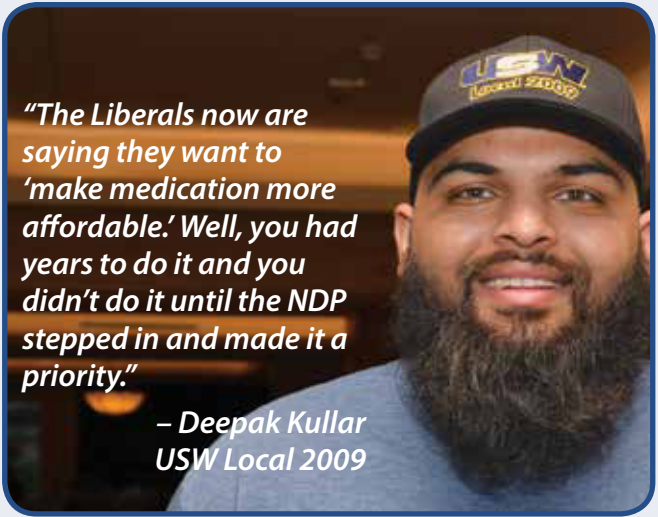


Deepak Kullar

USW Local 2009
Surrey, B.C.

In B.C., Local 2009 member Deepak Kullar got involved in his union and in politics through his field hockey coach, Ravi Kahlon, who knew that the USW offered political training and suggested Deepak look into the Steelworkers Vote course.

The course opened Deepak’s eyes to activism through his union. Today, Deepak is a NextGen



“The Liberals now are saying they want to ‘make medication more affordable.’ Well, you had years to do it and you didn’t do it until the NDP stepped in and made it a priority.”

– Deepak Kullar
USW Local 2009

activist trying to get younger USW members involved in the union and politics. And Ravi is an elected MLA in B.C. and Parliamentary Secretary for Sport and Multiculturalism.

For millennials like Deepak, the 2019 federal election is about education, housing affordability income inequality and Pharmacare. ■

Election 2019 Voting Guide

Online Election Tools

Steelworkers make a difference when we vote! Visit the Steelworkers Vote Election 2019 website for Steelworkers Vote election materials to share with members, links to connect to your local NDP campaign, Elections Canada information and more. www.usw.ca/steelworkersvote

Advance Voting

If you can, avoid the rush and vote early. Advance polls are not as busy and some of the advance polls are held over a weekend. Find dates and locations for advance voting on the Elections Canada website www.elections.ca.

Bring Identification

You can use the Elections Canada website to register to vote or confirm that you are registered to vote: www.elections.ca.

Bring identification when you go to vote. Bring one piece of identification with your photo, name and address, for example, your driver's licence. Or bring two pieces, one with your name, and one with your name and address, for example, your voter information card and a utility bill. Visit the Elections Canada website to see a list of acceptable identification: www.elections.ca.

You do not have to be on the voters' list to vote. You can take identification with you to the polling station, register and vote on election day.

Election Day: Monday, October 21

Polls are open for 12 hours on Election Day, Monday, October 21.

By law, everyone who is eligible to vote must have three consecutive hours to cast their vote on election day. If your hours of work do not allow for three consecutive hours to vote, your employer must give you time off.

Remember to bring identification with you when you go to vote.

Help Your NDP Campaign

Steelworkers are known for our activism for the NDP. While unions can't donate directly to political parties at the federal level, we encourage our members to volunteer and make individual donations. Bring a friend or co-worker with you and help out in your local NDP campaign.

- ✓ Distribute and post Steelworkers Vote election posters in your workplace.
- ✓ Organize Steelworker plant gates to distribute Steelworkers Vote election materials.
- ✓ Invite your NDP candidate to a union meeting, event or plant gate.
- ✓ Include information on your local NDP candidate and USW election issues in your newsletters, emails, website and Facebook page.
- ✓ Talk to your friends and family about voting pro-labour. ■

Tom Conway

New Leadership, Strong Future
becomes the USW's 8th International President

IN AN EMOTIONAL CEREMONY

in Pittsburgh attended by rank-and-file Steelworkers, USW leaders and international allies, Thomas M. Conway became the union's eighth International President on July 15.

Sworn in by his predecessor Leo W. Gerard, Conway vowed the USW will remain true to its core values of fighting for workers' rights, good jobs and social and economic justice.

"We're going to grow. We're going to be political. We're going to be active," Conway said at the ceremony which included changes to seven top USW leadership positions.

"This is a team that is going to move the union forward without a hitch."

Conway previously served as USW International Vice-President (Administration) for 14 years. He was the union's most-experienced contract negotiator in steel, aluminum, oil and other major industries in which USW members work. He also led the charge on trade issues affecting these sectors.

Conway grew up in a union family in New Jersey. His father was active in the International Union of Operating Engineers and his mother worked in a brush factory where she



*We're going to fight.
We're going to continue to win.*

– Tom Conway
USW International President

organized a union and negotiated collective agreements.

After serving in the U.S. Air Force, Conway went to work as a millwright at Bethlehem Steel in Indiana in 1978. Temporarily leaving his young family back in New Jersey, in his first three months as a probationary employee he lived out of a tent in a state park.

Conway became an effective activist within USW Local 6787, winning major victories to preserve union jobs in the face of contracting-out pressures and industry downturns.

Conway joined the International Staff in 1987, then

was appointed Secretary of the USW Basic Steel Industry Conference in 1995. For more than two decades he led the union through some of its greatest collective bargaining challenges.

As he took the mantle in July, Conway vowed to build on the legacy of his predecessors.

"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."

The full list of members of the USW International Executive Board is available at www.usw.ca/ieb. ■

Leo Gerard:

An Extraordinary Legacy

LEO W. GERARD'S introduction to the value – and necessity – of unions came at an early age.

As a boy growing up in the 1950s in the hardrock mining town of Sudbury – dominated by global nickel giant Inco Ltd. – Gerard spent hours perched on a stairway in the family home, listening in fascination as his father Wilfred and fellow union “rabble rousers” held meetings in an adjacent room.

The young Gerard was struck by the fact that workers had to risk their livelihoods to achieve the most basic improvements to horrible working conditions, such as plotting a work stoppage to pressure the company to provide safety glasses.

“I was amazed that they would have to take action like that to get essential work equipment. The company, I thought, should voluntarily take this simple step to ensure workers were not unnecessarily injured on the job,” Gerard recalls.

“I learned two important lessons from sitting on the steps and listening to those meetings. One was that the company would do nothing for the workers unless forced by collective action. The other was that labour unions were instruments of both economic and social justice.”



The lessons of those formative years led Gerard into an extraordinary, five-decade career of labour activism, including 18 years as United Steelworkers International President.

Gerard's retirement this summer cemented an undeniable legacy as one of his era's most accomplished and influential labour leaders on the international stage.

“There are few labour leaders who can match Leo Gerard's record and commitment in leading the fight for good jobs, for workers' rights and for social justice in Canada, the U.S. and throughout the world,” says USW Canadian Director Ken Neumann.

Gerard began his career at age 18 at Inco's mining operations in Sudbury. His blunt advocacy for fellow workers led to his first elected union position, as a shop steward within Steel-

workers Local 6500.

In 1977, Gerard was hired as a Steelworkers staff representative and several years later he began his ascent through the union's elected leadership positions – District 6 Director, National Director for Canada, International Secretary-Treasurer and finally in 2001 as the seventh USW International President.

Gerard became the second Canadian Steelworker to lead the international union, following in the footsteps of his mentor Lynn Williams, who served as International President from 1983 to 1994.

Gerard was a constant, strong and credible voice for the USW in both Washington, D.C., and Ottawa, advocating on behalf of the union's membership and their jobs, families and communities.

Continued on next page

Carol Landry:

Trailblazing Woman of Steel

In 2008, Canadian Steelworker Carol Landry made history when she became the first woman to serve on the USW International Executive Board.

In the ensuing 11 years, Landry's leadership skills and history of achievement inspired Steelworkers at all levels of the union, particularly women and Next Generation members.

Landry joined USW 7619 at Highland Valley Copper in British Columbia in 1987. It didn't take long for her to show her mettle in the male-dominated workplace. The only female member of her local's bargaining committee during a 107-day strike, she helped lead a struggle that achieved a settlement providing equality for women on wages and job opportunities.

Landry rose through the ranks to become the local's president before she was hired as a staff representative in 1999. She also worked as District 3 Education



Photo: Steve Dietz

Co-ordinator and Women of Steel leader. She served as Assistant to District 3 Director Stephen Hunt prior to joining the USW International Executive Board.

As International Vice-President, Landry was responsible for the USW's nuclear and chemical sectors and served as Co-Chair of the union's Next Generation program as well as Vice-President of IndustriALL Global Union.

Throughout her career, Landry spearheaded programs encouraging women to take

leadership roles in the union. With her retirement on July 15, the USW International Executive Board added two Women of Steel as new Vice-Presidents – Roxanne Brown and Leeann Foster.

A celebration of the incredible contributions to the labour movement of Leo Gerard and Carol Landry will be held October 26 at the Sheraton Centre Hotel in Toronto. For more information, visit www.thanksleoandcarol.ca ■



Continued from previous page

Under Gerard's leadership, the USW formed the first global union, Workers Uniting, and built several other labour alliances around the world.

Gerard retired as International President on July 15 and has been succeeded by Thomas M.

Conway, who served as a USW International Vice-President for 14 years.

Under Conway's leadership, the USW is well-positioned to build on its unmatched legacy of standing up for our members, our communities and for economic and social justice

for workers around the world, Gerard says.

"If we fight together, we can't guarantee we will win every battle. But if we don't fight for justice, I can guarantee we will lose," he says. "For labour to secure gains, we have to mobilize. We have to bring everyone together." ■

THE 18-MONTH LOCKOUT

at the ABI aluminum smelter in Bécancour, Que., came to an end on July 2 when members of Steelworkers Local 9700 voted in favour of a six-year collective agreement.

"I am proud of each and every one of our members, of the struggle they have waged – with the support of more than 500 union organiza-

tions across Quebec and even across Canada and the United States – to preserve jobs and to defend basic principles such as seniority and working conditions," Local 9700 President Clément Masse said following the ratification vote.

"The resistance and the resilience of our members and the solidarity of union members

across Quebec made it possible to regain ground compared to the company's previous offer," Masse said.

"Seniority rights are respected in this agreement and the employer will no longer be able to offer positions to people outside the plant without first offering them to union members," he added.

Following the ratification meeting, Masse announced his resignation as Local 9700 President, indicating he would not have been comfortable



implementing the collective agreement, which stemmed from a unilateral company offer rather than a negotiated process between the parties.

Throughout the dispute, union leaders had condemned the refusal of ABI and its corporate ownership – aluminum giants Alcoa and Rio Tinto – to engage in meaningful, constructive negotiations.

The return to work for Local 9700 members began on July 26 for the first 80 employees recalled to their jobs. However, it was expected to take an estimated eight months before all unionized workers would be back at work in the smelter.

Alcoa and Rio Tinto imposed the lockout at ABI on Jan. 11, 2018, demanding concessions from workers. A number of factors, including low aluminum prices that made the smelter's restart less attractive, prolonged the dispute.

However, an even greater factor was the hydroelectricity contract between ABI and the Quebec government's public utility, Hydro-Québec, that allowed ABI to classify its lockout of employees as a "force

majeure," or Act of God. The force majeure clause absolved ABI of its electricity-purchasing commitments with Hydro-Québec throughout the lockout, while also depriving Quebecers of huge hydro revenues.

"If Alcoa and Rio Tinto had had to pay for the entire block of electricity, this dispute would certainly not have lasted so long," said USW Quebec Director Alain Croteau.

Croteau also denounced Quebec Premier François Legault's blatant bias and interference in the negotiations, which emboldened the company in its agenda of refusing to engage in meaningful negotiations.

"The role played by the Premier is distressing. While he pledged his support for the workers during the election campaign, his statements after his election reinforced the company's refusal to negotiate. The loss of good jobs in the region is something he now has to live with," he said.

Croteau also called for a government review of the preferential electricity

contracts granted to multinational aluminum giants, noting that Legault had criticized the contracts prior to his election as Premier.

"We have to review these notorious electricity contracts to ensure better economic benefits in exchange for the favourable hydro rates that are given to aluminum smelters," Croteau said. "Quebecers must never again have to pay the bill when multinationals decide to lock out their workers."

Dominic Lemieux, Assistant to the Steelworkers' Quebec Director, highlighted the extraordinary solidarity shown by union members across Quebec throughout the ABI lockout.

"You can't win every battle, but you certainly will lose every battle that you don't fight," Lemieux said.

"In this case, the ABI workers can hold their heads high. The result is not exactly what they would have liked, but it is better than what the employer had tried to force down their throats earlier. Employers will have to think twice before imposing lockouts and depriving themselves of income," he said. ■

ABI Workers

Fought for Rights and Dignity



Organizing Successes in Western Canada

Clint Brooks, a member of USW Local 1-1937, helped workers at the Red Chris mine near Dease Lake, B.C., join the USW.

STEELWORKERS' RANKS in District 3 have grown significantly, with 700 workers recently voting to join the union in successful organizing campaigns in British Columbia and Saskatchewan.

At the Red Chris mine near Dease Lake, B.C., over 330 workers joined Steelworkers Local 1-1937. As Canada's mining union, USW leads the way in ensuring miners make gains at the bargaining table and have the strongest health and safety protections possible. Our record is attracting more workers employed in mining to become Steelworkers.

"Mining is an incredibly important industry and economic driver of our country. And it's miners who make it all happen. We're proud to grow our ranks and will be working with workers at other non-union mines to provide

them the opportunity to join the Steelworkers and improve their working lives," says District 3 Director Stephen Hunt.

These organizing victories speak to the strength of our local unions.

– Stephen Hunt

USW Local 2009 also had several organizing successes, winning certifications at Terrapure Environmental sites in North Vancouver, Delta and Prince George, B.C.

A successful organizing effort by USW Local 1-417 in Kamloops, B.C., saw over 100 workers at Active Care, a community care centre, vote to join the USW.

In Prince George, 30 workers at Northwest Wood Treathers were

certified and now are proud members of USW Local 1-2017.

"These organizing victories speak to the strength of our local unions. Together, they want to build better working lives for people living and working in their communities. They are helping to grow our diverse union that fights for all workers," says Hunt.

In Saskatchewan, the USW continues to be the union of choice for taxi workers seeking fair treatment, safe working conditions and a better future.

At the ride-hailing app RIIDE in Saskatoon, 175 workers are new USW members. Despite employer attempts to argue RIIDE drivers are not employees, the union won this groundbreaking organizing campaign. The workers join drivers at Comfort Cabs and United/Blue Line as USW Local 2014 members. ■

B.C. Labour Unions Refuse to Touch Strike Lumber

STEELWORKERS ON STRIKE

received a boost from a B.C. Labour Board Decision.

Over 2,600 members of USW Local 1-1937 employed by Western Forest Products (WFP) on Vancouver Island have been on strike since July 1 to save their pensions, seniority rights and long-term disability from being cut by the company.

According to WFP's 2017 and 2018 financial reports, the company made over \$1 billion in sales and made a net profit of \$74.4 million and \$69.2 million respectively. In addition, the salaries of the CEO and Vice-President have steadily increased from \$1.5 million in 2015 to \$2 million in 2017 for the CEO, and from \$500,000 in 2015 to \$1.2 million in 2017 for the Vice-President.

Despite this reality, WFP has decided to attack its own employees with attempts to introduce a two-tier pay system for new employees, elimination of the current pension plan and demands to roll back a number of other clauses of the collective agreement that were bargained and agreed to over decades.

Last month, the USW and B.C. Federation of Labour announced a "hot edict" of Western Forest Products, which is a significant escalation in this employer-initiated dispute. It means that all of the affiliated unions of the BCFed will no longer handle any of WFP's wood products. Most signifi-

cantly, the refusal of maritime union workers from touching WFP's raw log supply and finished products means that millions of the company's products will lie dormant.

Shortly after the announcement, WFP filed a challenge of the hot edict at the labour board, and lost.

United Steelworkers Local 1-1937 will continue to fight for a fair collective agreement that ensures workers are treated with respect, share in the success of WFP and that benefits that have been successfully achieved in previous bargaining are protected. ■



Members of USW Local 1-1937 on the picket line at WFP's Duke Point Sawmill in Nanaimo, B.C. NDP Leader Jagmeet Singh stood with members in solidarity in August.

USW SOLIDARITY for Health and Safety

Local 7085 members resist Glencore's attempts to strip away basic rights.



WITH SUPPORT from community and international allies, New Brunswick

Steelworkers are standing up to resource giant Glencore's attacks on basic health and safety protections and union rights.

On April 24, 280 members of USW Local 7085 were locked out at the Brunswick Smelter in Belledune, N.B., after they rejected Glencore's demand for concessions that would compromise their safety on the job.

Glencore, which has a shameful history of concessionary bargaining at the Brunswick Smelter, demanded the elimination of the union's only full-time representatives in the plant – the local president and its health and safety officer.

"It's been a never-ending series of concession demands from Glencore management, which has repeatedly threatened the future of our plant and our jobs," said Local 7085 President Bart Dempsey.

"We did everything to compromise and work with this company. We accepted wage freezes and gave them \$20 million in various concessions. We broke production records.



Support for locked-out Brunswick Smelter workers has included a June 4 community solidarity rally in Belledune, as well as USW members at Glencore operations in Quebec and Ontario wearing solidarity stickers on their hard hats (inset).

But management wants more," Dempsey said, "Now they want to strip away health and safety protections that employees at their other Canadian operations take for granted."

The smelter workers perform extremely hazardous jobs, processing lead, silver and other metals from mining concentrate and electronic waste. The workers are exposed to numerous chemicals and carcinogens and must undergo regular blood tests for lead and other heavy metals. Obviously, full-time union representatives in the plant are crucial.

The workers have received considerable support throughout the lockout, including a solidarity rally in June attended by hundreds of area residents and community leaders.

USW members at Glencore's operations in Quebec and Ontario have worn stickers on the job to express solidarity with their New Brunswick brothers and sisters.

In May, a Local 7085 delegation attended Glencore's annual shareholders' meeting in Switzerland to protest the company's attacks on health and safety protections. The delegation was supported by representatives of IndustriALL Global Union, the international labour federation representing over 50 million workers, including USW members.

A USW online petition, calling on Glencore to end the lockout and negotiate a fair contract, also has received national and international support. ■

www.usw.ca/glencorelockout

STOP THE KILLING

Nova Scotia Ignoring the Lessons of Westray

USW DISTRICT 6 Director Marty Warren said news that Nova Scotia won't report workplace fatalities in the province is an insult to families who still bear the burden of the 1992 Westray Mine disaster.

"The lessons of Westray are lost when the province's executive director of occupational health and safety can say with a straight face that there is little value in informing the public of workplace fatalities," Warren said.

"No one, especially family members, should have to resort to filing a freedom-of-information request to find out the details of a loved one's death."

Despite the troubling news from Nova Scotia, the USW's national campaign to Stop the Killing, Enforce the Law continues to make inroads.

Criminal Charges in B.C.
In B.C., after 10 years, criminal

charges have finally been laid against Peter Kiewit Sons (Kiewit Construction) in the 2009 death of 24-year-old Sam Fitzpatrick, who was crushed to death on a Toba Inlet construction site.

Sam's father, Brian Fitzpatrick, worked with USW as part of his quest for justice, but did not live to see the company criminally charged.

"I do not feel alone anymore with the force of the USW fighting, not just for families who have lost their loved ones, but for the future of all workers who face unnecessary danger by negligent bosses," Brian said before his unexpected death in 2017.

Meanwhile, USW's seven-year struggle for justice in two deadly sawmill explosions in northern B.C. has resulted in a new examination of WorkSafeBC's poor handling of the 2012 disasters.

Combined, the explosions at Babine Forest Products and Lakeland Mills killed four USW members and injured dozens more, some of whom are profoundly disabled. After WorkSafeBC botched the investigations, the Criminal Justice Branch refused to lay criminal charges.

Training for All Front-line Officers

Nationally, the union has been meeting with Federal Department of Justice officials, the RCMP and others to develop online training for all police officers on criminal investigations of workplace deaths.

"As long as employers continue to evade prosecution and take workers' lives as expendable, and see fines for their deaths as a cost of doing business, our campaign will continue," says USW Western Canada Director Stephen Hunt. ■

Photo: Prince George Citizen



In 2014, Steelworkers and supporters rallied to demand an inquiry into botched investigations of two fatal B.C. sawmill explosions in 2012.



Steelworkers Resign from Advisory Body *Liberal government breaks promise on human rights.*

USW AND 10 other organizations have resigned from a body that was supposed to advise the Liberal government on ways to ensure responsible conduct by Canadian businesses operating abroad, mostly in mining, but also including the garment sector. The reason? The federal government completely backed away from a much-celebrated commitment in January, 2018, to create an independent ombudsperson with the power to investigate corporate behaviour overseas. For years, Canadian companies have been associated with serious human rights abuses, violence and even murder, but they have been protected by a system that relied on voluntary industry initiatives to allow human rights investigations. The 2018 announcement by the Liberal government would have empowered a Canadian Ombudsperson for Responsible Enterprise to conduct credible investigations by compelling

documents and summoning witnesses. The promise was endorsed by USW and all other members of the Canadian Network on Corporate Accountability.

Alongside the Ombudsperson, the announcement created a multi-stakeholder Advisory Body that would advise the government on “laws, policies and practices addressing business and human rights and responsible business conduct” on a continuing basis.

It was a great day, complete with photo ops with then-Minister of International Trade François-Philippe Champagne, who said, “We want to make sure that the Ombudsperson has all the tools and resources to conduct these investigations.” He said the office would initially focus on the mining, oil and gas and garment sectors, with a plan to include other business sectors within a year.

A year passed. Then, in April, 2019, the government made an appointment who would

only be a special adviser to the Minister, and have no investigative powers.

The minister told the advisory board members that there would be a review of that decision. Several more months passed with no review made public, and no commitment to act on it. The result was the resignation of all human rights and labour groups from the Advisory Body.

“We are not, and never have been, interested in participating in an advisory board that is simply a ‘talk shop’ that does not contribute to concrete action,” said National Director Ken Neumann in the union’s resignation letter to Minister Jim Carr. “Your government’s failure to follow through on its commitment to create an independent ombudsperson with effective powers of investigation amounts to a betrayal of trust.”

As of this writing, there is little possibility of an ombudsperson with investigative powers being established by this government. ■

USW supports Calls for Justice from National Inquiry into Missing and Murdered Indigenous Women and Girls

THE USW is calling for meaningful government action on the final report of the National Inquiry into Missing and Murdered Indigenous Women and Girls.

The report, released on June 3, identifies systemic racism, colonialism and gender bias in Canada as the causes of the extreme levels of violence experienced by Indigenous women, girls and members of the Two-Spirit/LGBTQ+ community.

The report documents Canada's historic and ongoing violations of Indigenous Peoples' rights and how actions and inaction by governments have devalued Indigenous women and displaced them from key roles in community governance and leadership.

The report includes 231 "Calls for Justice" to protect Indigenous women, girls and Two-Spirit/LGBTQ+ people,

put an end to violence against them and promote their substantive equality.

"The report honours the heart-breaking stories of grieving family members and the effective responses taken by Indigenous organizations and communities to protect, heal and grow," said Ken Neumann, USW National Director.

"The report is blunt in saying the problem is about the denial of rights, not unfulfilled needs," Neumann added. "Governments in Canada must live up to their obligations under Canadian law and international agreements."

As part of its political action program in the current federal election campaign, the USW is highlighting the importance of reconciliation as an election issue.

The USW has committed to action of its own, including consultation with Indigenous women's organizations and other allies to ensure the union's

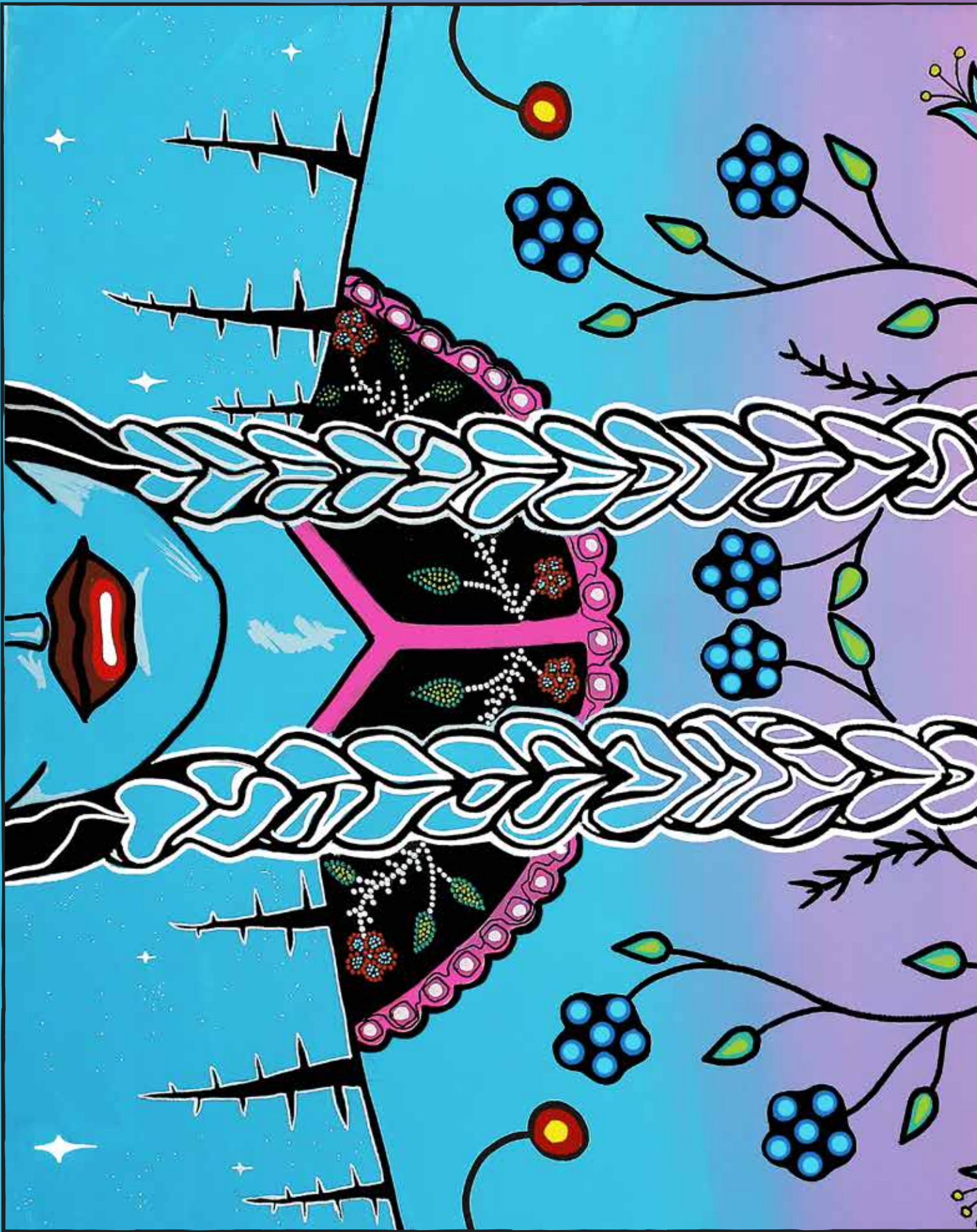
practices help counter gender-based violence.

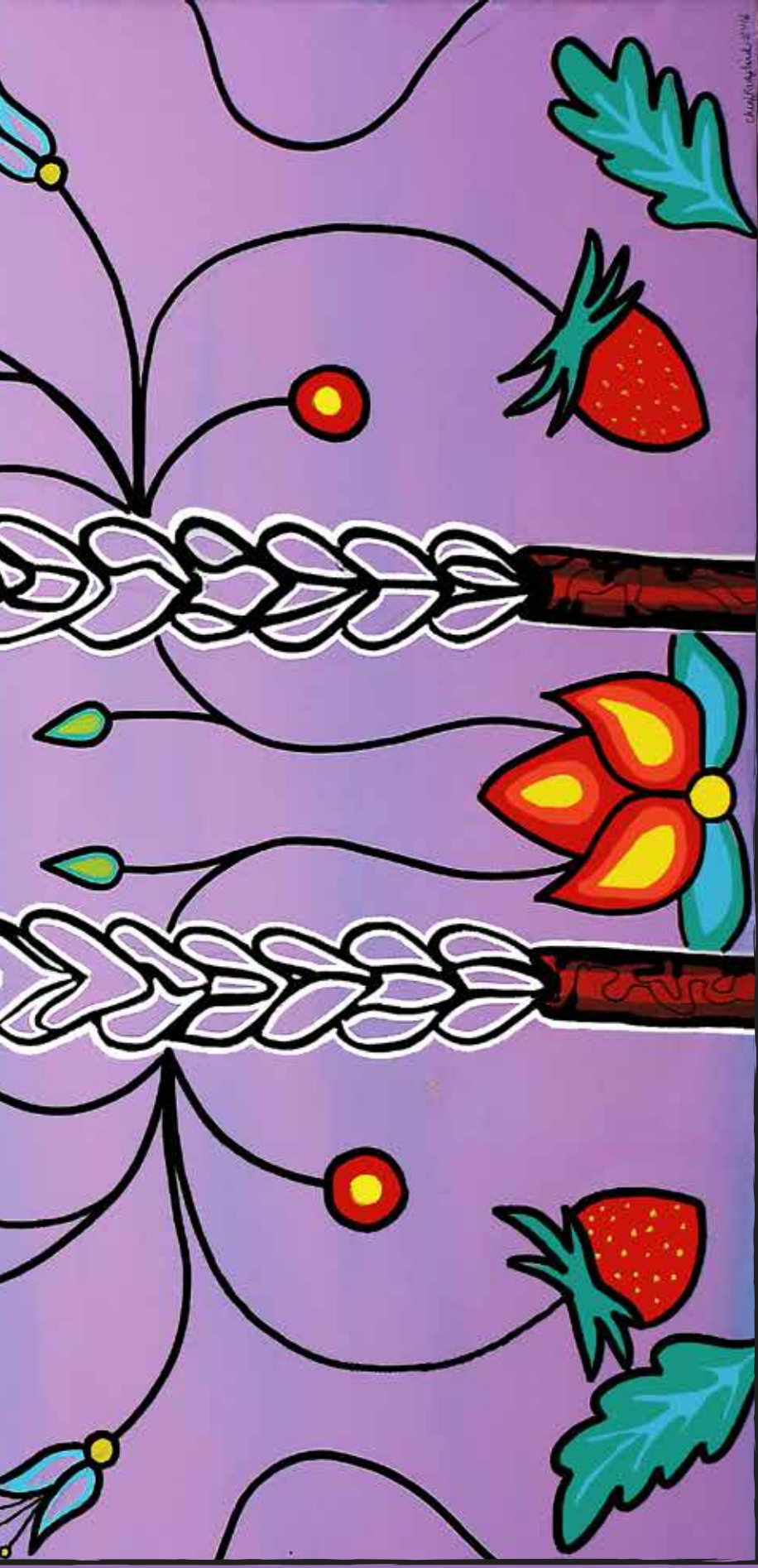
"It's our responsibility to think carefully about how the USW can contribute to the solutions set out by the National Inquiry, including hearing from our National Women's and Indigenous Committees," Neumann said.

What Steelworkers Can Do

- ✓ Hold all governments accountable to implement the Calls for Justice of the National Inquiry into Missing and Murdered Indigenous Women and Girls.
- ✓ Speak out against violence against Indigenous women, girls and Two Spirit/LGBTQ+ peoples.
- ✓ Learn the true history of Canada and Indigenous history. Celebrate Indigenous Peoples' history, cultures, pride and diversity. Acknowledge the land you live on and its importance to Indigenous communities.
- ✓ Protect, support and promote the safety of women, girls, and Two Spirit/LGBTQ+ people and respect their right to determine their own solutions. ■







Artwork by: Chief Lady Bird
Illustration : Chief Lady Bird

October 4

**National Day Honouring Missing and
Murdered Indigenous Women and Girls**

4 octobre

**Journée nationale de commémoration des femmes
et des filles autochtones disparues et assassinées**

**Valuing the Strength of
Our Indigenous Sisters**

**Valoriser la force de nos
conscœurs autochtones**