



WINTER 2023

## Worker solidarity stronger than ever

Dear Steelworkers,

2023 has kept us all quite busy and on our toes. The trade-off is that solidarity among workers is stronger than ever.

The membership engagement seen during important contract negotiations this year has been nothing short of phenomenal. Members are showing and exercising their worker power, building up the membership and taking bold actions that haven't been done before. The gains our members have won are the results of the stands we have taken that have made employers rethink what they are offering.

This year, I've had the opportunity to visit a number of workplaces and meet our members. Our union is growing and the diversity of our workplaces and members is a reflection of that. I am always looking forward to meeting members where they are at, learning about the work they do and what they produce. I hope to meet many more of you in the coming year.

As we carry on with our work, we must remember to stay strong and push for wins and to forge ahead through the challenges that remain. We've got more work to do on Raising the Bar on Women's Health and Safety and overall health and safety to make sure every worker goes home in one piece after each work day. We are lobbying for legislative changes on worker issues like stronger collective

bargaining rights, single-step union certification, good pensions, decent union jobs and improved working conditions for all.

I want to thank all of you for the work you put in each day to help keep our union strong. Your efforts on the shop floor, at the bargaining table, serving our committees, inside our union halls, in our communities and beyond don't go unnoticed.

In solidarity,

**Myles Sullivan**  
USW District 6 Director



District 6 Director Myles Sullivan opening the 2023 National Policy Conference.

UNITED STEELWORKERS DISTRICT SIX

**WE'RE READY**

ST. JOHN'S, NEWFOUNDLAND 2024

## SAVE THE DATE

**USW District 6 Conference • July 8 – 12, 2024**

Delta Hotels St. John's Conference Centre  
St. John's, Newfoundland and Labrador

**Registration opens February 2024**

Registration information will be available on the website at [usw.ca](https://usw.ca) and will also be sent out via local union mailing.

# Steelworkers in action!

Steelworkers members are generous – giving back to community, organizing charitable events and volunteering.

## Local 2724 funds security doors for hospital

USW Local 2724, representing salaried workers at Algoma Steel Group in Sault Ste. Marie, Ont., donated \$56,500 to the Sault Area Hospital Foundation for new security doors.

“At USW Local 2724, we’re more than a workforce, we’re a family woven into the fabric of Sault Ste. Marie. Our recent profit-sharing payout allowed us to give back to the community that has supported us for years,” said Rebecca McCracken, Local 2724 President.



Members of USW Local 2724 present the big cheque for new security doors to the Sault Area Hospital Foundation in Sault Ste. Marie, Ont. Photo: Sault Area Hospital Foundation

## Filling backpacks for back-to-school in Hamilton and London, Ont.

USW members from the Hamilton Steelworkers Area Council, joined by allies including professional football players, local businesses and community volunteers,

prepared 1,500 back-to-school backpacks for kids in the 14<sup>th</sup> edition of Operation BackPack.



Hamilton-area Steelworkers and SOAR members pack backpacks with school supplies as part of Operation Backpack in Hamilton.

A USW-driven initiative launched in 2010, Operation BackPack raises funds in the community to provide backpacks filled with school supplies to help students return to class on the right foot.

The Steelworkers London Area Council is also in on the act, preparing and donating backpacks for kids in need during the back-to-school season.



The USW London Area Council filled backpacks for kids in need during the 2023 back-to-school season.

## Labrador City Steelworkers play ball for local food bank

A renewed USW softball tournament in Labrador City, N.L., organized by USW Local 6285 President Joshua Joy, raised \$500 for the Labrador West Ministerial Association Food Bank. Congratulations to USW Local 5795, the tournament winner for 2023.



Steelworkers in Labrador City, N.L., held a softball tournament to raise money for the Labrador West Ministerial Association Food Bank.

Post photos and stories of your local’s community work using the hashtag **#USWCares** and we’ll share your efforts on USW District 6 social media channels.



# Health and safety is for everyone

It's 2023 and yet we still need to raise awareness about women's rights, including health and safety, in the workplace. As a result, our Raising the Bar on Women's Health and Safety campaign remains active and resources continue to be available for members and local unions. Health and safety is for everyone, and that means everyone should be protected and have proper facilities mandated at every workplace.

The Stop the Killing campaign unfortunately continues, as hundreds of workplace fatalities still occur each year in Canada. A recent decision in New Brunswick, in R. v. King, convicted a supervisor and sentenced him to three years in prison for criminal negligence causing a worker's death.

This conviction was based on Criminal Code provisions other than the Westray amendments, demonstrating that such prosecutions were always possible, given the duties of supervisors prescribed

by health and safety legislation and definitions in the Criminal Code. However, the Westray amendments are needed to also hold corporate managers and directors criminally accountable in cases of negligence causing death or serious injury and we have yet to see a successful prosecution.

## Gains made for workers' protection and disease recognition

- USW Local 6500 spearheaded a successful campaign that drastically reduced the exposure limit for diesel emissions in underground mines.
- Janice Martell has been advocating for miners for over a decade. Thanks to her work, the Ontario Workplace Safety and Insurance Board (WSIB) has abolished a policy restricting entitlement for Parkinson's disease (among other neurological conditions) and recognized McIntyre Powder as a cause of Parkinson's with a presumption that the contrary must be shown in order to deny benefits.
- USW Local 7135 has made significant gains through lobbying and bargaining to improve safety at National Steel Car in Hamilton, Ont.

I look forward to meeting more local union health and safety representatives and activists in my new role. Please feel free to contact me:

**Andy LaDouceur**  
**USW District 6 Health, Safety and Environment**  
**Co-ordinator**  
[aladouceur@usw.ca](mailto:aladouceur@usw.ca)



New Brunswick union activists on hand for the sentencing of a construction supervisor convicted of criminal negligence in a young worker's death included (from left to right): Steve Drost, CUPE New Brunswick; Brian Duplessis, International Longshoremen's Association; Darren Sherrard, USW; Jennifer Murray, Unifor; Brian Haché, USW; Daniel Légère, NBFL president; Scot Hale, IBEW; Ricky Thibodeau, USW; Angelo Villanera, USW. (Photo courtesy of Serge Landry, CLC)

# Building solidarity through education

Over the past year the District 6 Education Department has taken education beyond the classroom, building activism and solidarity in workplaces and communities.

We developed and delivered workshops at our National Women's Conference in Quebec City, including workshops on mental health and our union's Raising the Bar on Women's Health and Safety program.

The District 6 Spring School was an overwhelming success, with over 100 participants attending courses offered over five days. Participants earned certificates for completing courses including Arbitration, Bargaining to Win, Mental Health and Unionism on Turtle Island.

District 6 Education also provided workshops and courses on demand for local unions and area councils. Bill 132 anti-harassment workplace sessions have been delivered in various workplaces across Ontario.

Women of Steel Raise the Bar orientations sessions took place at the end of 2022 and in February 2023. This course looks at health and safety using a gender lens and increases awareness of women's health and

safety issues, making them core issues. It increases women's participation in health and safety activism, including on committees and in USW courses. In doing so, it creates greater space for women's voices and ideas in workplaces and our union.

In March, nine District 6 facilitators attended a training session for our Unionism on Turtle Island course in Winnipeg, which will allow for the course to be delivered to more members. This course is aimed primarily at non-Indigenous participants to learn more about our shared history as Indigenous and non-Indigenous Canadians. It also explains how the union and Indigenous struggles connect and how we can practice reconciliation about Indigenous cultures.

Additional instructor training sessions also have been offered across Ontario for courses including Stewards I, Stewards II and Financial Officers.

With hundreds of District 6 activists receiving such training, the past year certainly has been a success for our member-to-member education program.



Delegates to the 2023 District 6 Spring School at the Fern Resort in Orillia, Ont.

# BARGAINING



District 6 Director Myles Sullivan joined USW Local 7135 members (National Steel Car) at the picket line during their six-week strike.

**Across District 6, in all economic sectors, Steelworkers are standing strong in bargaining and on picket lines to improve their working and living standards. Recent bargaining successes include:**



## **Local 7135 – National Steel Car, Hamilton**

The 1,475 members waged a six-week strike to win key improvements at their railcar manufacturing plant, where three workers were killed on the job in a 21-month span. Improved safety provisions include an additional health and safety representative in the plant. Wages will increase by 13% over three years, along with a \$1,000 signing bonus and additional increases for skilled trades workers. Members also made gains on pensions, shift premiums, benefits and safety boots allowances.



## **Locals 5795, 6731 – Iron Ore Company of Canada, Labrador City, N.L.**

Some 1,500 workers negotiated wage increases of 18.25% over five years, which will be boosted further by cost-of-living allowances. The new contract included a signing bonus and widespread improvements to benefits and pensions.



## **Local 1998 – University of Toronto, Toronto**

Some 5,800 administrative and technical staff members at the University of Toronto achieved a new contract that recovers lost ground from Ontario's former, unconstitutional Bill 124 that restricted collective bargaining. The three-year agreement provides total wage increases of 12.8%, with 9% front-loaded in the first year. Members also addressed work/life balance issues with improved language on alternative work arrangements, overtime and workload concerns, as well as an additional personal day (bringing the total to five days per year).



# SUCCESSSES



## **Local 1976, Units 29, 31, 34 – Lakehead Terminal Elevator Association, Thunder Bay, Ont.**

Members working at Canada's largest grain port, on the Lake Superior shore, negotiated a three-year agreement providing 11% wage increases, including 5% in the first year, as well as cost-of-living allowances to combat inflation.



## **Local 9270-02 – The Credit Union, Dalhousie, N.B.**

Members unanimously ratified a three-year collective agreement with annual wage hikes of 3.5%, for a total increase of 10.5% over the term. The contract also recognizes Sept. 30, the National Day for Truth and Reconciliation, as an additional paid holiday.



## **Local 6480-25 – Kal Tire, Wabush, N.L.**

Members ratified a five-year agreement with a 6% wage increase in the first year, followed by 2.5% increases in each of the remaining four years, for a total increase of 16% over the term. Improvements also were made on vacations, statutory holidays, bereavement leave and sick leave.



## **Local 8300 – The Canadian Imperial Bank of Commerce (CIBC), Toronto**

Members ratified a two-year contract providing wage increases across all salary levels, with a general increase of 3% in the first year and a 2.25% hike in the second year. The new agreement also provides an additional paid holiday on Sept. 30, in recognition of the National Day for Truth and Reconciliation.



## **Local 9290 – Federal White Cement, Woodstock, Ont.**

Members negotiated total wage increases of 13% in a three-year agreement, including an 8% raise in the first year. The contract includes improvements on shift premiums, bereavement leave, sick leave, short-term disability, vision care and major medical coverage.



## **Local 9503 – St. John's Dockyard Ltd., St. John's, N.L.**

The 187 dockyard workers achieved a four-year deal with total wage increases of 14.5%, including 5% in the first year. Gains also were made on several contract provisions, including stat holidays, bereavement leave and sick leave.



## **Local 13571 – Core Manufacturing Inc., Etobicoke, Ont.**

Members ratified a three-year collective agreement with a 6% wage hike in the first year and another 4% increase in the second year. The contract also improves bereavement leave and life insurance provisions.



## **Local 7580-04 – Magris Talc Canada, Penhorwood and Foleyet, Ont.**

Members working at the northeastern Ontario operations of Magris Talc, North America's largest talc producer, ratified four-year agreements providing total wage increases ranging from 16.5% to 20.5%. First-year increases ranged from 7% to 11%. Improvements also were made on shift premiums, stat holidays and sick leave.

# Organizing successes

## Starbucks workers in Ontario turn to USW

Riding a wave of union organizing that began in Western Canada and swept across North America, baristas at two Starbucks stores in Ontario recently voted to join the USW.

In May, employees at a Starbucks store in Waterloo voted to become Steelworkers. In August, a group of Starbucks workers in Ajax followed suit, joining the USW to improve their working and living standards.

As the workers were organizing to form a union, Starbucks responded with its typical union-busting campaign. This included posting union-busters in the store to watch over employees, holding one-on-one meetings with workers and spreading misinformation to scare them from voting to join the union.

The anti-union tactics failed.

"The amount of support that the USW has provided for partners is incredible," said Carissa, a partner at the newly unionized Starbucks store in Ajax. "They knew every tactic that management was going to pull to try to convince partners that we didn't need a union."

"We started this campaign after being inspired by other stores showing us that it was possible," said a barista at the Starbucks store at the Waterloo Town Square. "We want to be able to protect and improve the workplace to make it better for everyone."

The Starbucks union organizing wave in North America began in Victoria, where workers joined the Steelworkers. Starbucks employees at several locations in British Columbia, Alberta and Ontario have since joined the USW.



## Other organizing successes in District 6 include:

Workers at **Canadian Phoenix Steel Products** in Etobicoke, Ont., voted to join the Steelworkers to improve their health and safety, wages and gain greater respect in the workplace. The workers produce steel pipe and mesh products.

Residence **dons at Queen's University** in Kingston, Ont., voted emphatically to join the USW to gain a meaningful voice on their working conditions. The student workers, who act as a critical resource for students living in university residences, join dons at other university campuses who are USW members.

Workers interested in joining the United Steelworkers union can learn more about the benefits at [www.imaginebetter.work](http://www.imaginebetter.work).



Workers at Phoenix Steel in Etobicoke, Ont., joined the United Steelworkers in February.



## Fund helps local union strengthen connections

USW Local 4883, in Amherst, N.S., was a long-time contributor to the USW Family and Community Education Fund (FCEF), but had never used the fund for any projects until now.

Encouraged to think big for the local's 70<sup>th</sup> anniversary in 2023, Local President Richard Allen brought together a committee and brainstormed what they could do to build solidarity, honour retirees and bring the union's families together.

With the help of fund co-ordinator Gabriele Simmons, Allen and his committee put together a budget and a project outline and applied for \$30,000 from the FCEF, what the fund considers a "large project."

With his committee's support, and the driving force of the local's Recording Secretary, Kim Burbine, the local put on a terrific event in August to celebrate the local's 70<sup>th</sup> anniversary.

Today, Local 4883 has more than 130 members who work at IMP Aerostructures, manufacturing quality specialty parts for aircraft customers around the world.

With a focus on family, the anniversary party welcomed

250 people to get together, eat, reminisce, listen to live music and bring their kids for a fun time with a bouncy castle, cotton candy and shaved ice treats.

Allen says that the event was a big success; something the local could never have afforded to put on without the FCEF. He invited representatives and staff from other Atlantic-region locals to encourage them to consider the fund's potential.

"Come to our event and see for yourself what the Family and Community Education Fund can do for you and your local union," said Allen.

For more information about the FCEF: [usw.ca/fcef](https://usw.ca/fcef)



Organizers of USW Local 4883's 70<sup>th</sup> anniversary event in Amherst, N.S. The local successfully applied to the USW Family and Community Education Fund (FCEF) for support.

## Sharing opportunities from Haley Station, Ont., to Liberia

Jennifer McMaster of USW Local 4820 (Magellan Aerospace, Haley Station, Ont.) was one of three members of a Steelworkers Humanity Fund (SHF) delegation who visited Liberia in November 2022. The delegation met with representatives of Camp for Peace Liberia, a SHF-funded vocational training project. The SHF delegation reviewed Camp for Peace Liberia's activities and spent time with the Firestone Agricultural Workers Union of Liberia (FAWUL), which represents workers at Firestone's rubber plantation.



USW Local 4820 member Jennifer McMaster with graduates at the Camp for Peace graduation ceremony.

The entire SHF delegation was impressed with the work of Camp for Peace, the success of the vocational training program and the integrity and commitment of the leadership and teachers. These Steelworkers heard repeatedly about the project's positive impact in the community.

Jennifer's experience in Liberia left her wanting to contribute further to Camp for Peace Liberia. She was instrumental in approaching her local union this year to provide additional contributions to Camp for Peace and help boost its programs beyond the SHF funding.

With a donation of \$5,400 from USW Local 4820, Camp for Peace Liberia was able to put these additional funds towards its youth post-training co-operatives and empowerment programs for 2023. These programs will help graduates apply their skills for self-employment and livelihood opportunities, and contribute to the economic growth of their communities.









1. The newly formed NextGen Committee at USW Local 1005 at their first meeting.
2. (L to R): Assistant to the Director Kevon Stewart, District 6 Co-ordinator Anita Bryan and District 6 Director Myles Sullivan at the District 6 Human Rights Committee dinner and dance celebrating Black History Month.
3. Perry Feltham (USW Local 9316), Atlantic Canada Area Co-ordinator Lawrence McKay, District 6 Director Myles Sullivan, Glenn Nolan (Local 9316), Assistant to the Director Kevon Stewart and Rita Lockyer (Local 9316) visit the Local 9316 workers' memorial at the Come by Chance refinery (N.L.).
4. Steelworkers at the Ontario Federation of Labour's Enough is Enough rally in Toronto.
5. USW Area Co-ordinator (Cambridge) Mary Lou Scott with Starbucks worker and new Steelworker Jaymi B. at the Enough is Enough rally in Kitchener, Ont.
6. Steelworkers celebrate Labour Day in Labrador City, N.L.
7. USW and CFLPA leadership get ready for the Labour Day parade in Toronto.
8. Ontario NDP Member of Provincial Parliament (MPP) for Sudbury and former USW Local 6500 member Jamie West and District 6 Co-ordinator Anita Bryan.
9. USW leadership at the 2023 National Policy Conference. (L to R): District 5 Director Dominic Lemieux, National Director Marty Warren, International Vice-President Roxanne Brown, District 3 Director Scott Lunny and District 6 Director Myles Sullivan.
10. District 6 Steelworkers at the 2023 Pride parade in Toronto.
11. District 6 Indigenous Engagement Co-ordinator Josh George (USW Local 9597) facilitates the Unionism on Turtle Island course at the District 6 Spring School.
12. District 6 staff during a visit at the USW Headquarters in Pittsburgh, Penn.
13. District 6 Director Myles Sullivan (second from left) and Health and Safety Co-ordinator Sylvia Boyce (third from right) meets with members of USW Local 7144 (Air Liquide) in St. John's, N.L.
14. (L to R): Sue Bowse (USW Local 4096), District 6 Director Myles Sullivan, Staff Representative David Lipton, Eastern Ontario Area Co-ordinator Richard Leblanc, Assistant to the Director Kevon Stewart and USW Local 1568 members Vicky Hilton, Sean Mark and Miranda Spencer during a workplace tour at Canadian Nuclear Laboratories in Chalk River, Ont.
15. (L to R): Assistant to the Director Kevon Stewart, USW Local 9042 members Mohammad Jalilzadeh-Matangh, Lucy Stewart, and Aman Sunny and Director Myles Sullivan during a workplace visit at NTN Bearings in Mississauga, Ont.





# Calling all USW NextGen members

You're invited to the 2024 International NextGen Conference  
March 3 – 8, 2024

David L. Lawrence Convention Center and Westin Hotel, Pittsburgh, PA.

Register at: [usw.ca/ng2024](https://usw.ca/ng2024)

Early bird registration ends Dec. 15, 2023

General registration ends Feb. 2, 2024



*Wishing you a happy  
and healthy holiday!*

As we wrap up 2023, here at District 6, we are thinking about all the hard work that Steelworkers have done over the past year to keep the economy running, make workplaces fairer, win important improvements at the bargaining table and volunteer in our own communities to make things better for so many.

Steelworkers, we appreciate your efforts, today and every day. You have inspired us right until the very last minute of this year. We are wishing you a happy and healthy holiday season to you and your loved ones. May you joyfully close out this year and enter 2024 with renewed energy and a sense of hope for our shared future.

Myles Sullivan  
USW District 6 Director

<sru-sdr, cope-sepb343>



United Steelworkers District 6 • 300-200 Ronson Drive • Etobicoke, ON • M9W 5Z9  
Telephone: 416-243-8792 [usw.ca/District6](https://usw.ca/District6) USWDistrict6 USWDistrict6