

JUSTICE 2024

OCTOBER 2-4 OCTOBRE 2024 · GATINEAU (QUÉBEC)

PROGRAM



JUSTICE 2024

Dear Steelworkers, friends and guests,

Welcome to **Justice 2024**, the USW's National Health, Safety, Environment and Human Rights Conference!

It's an honour to join the dedicated USW activists from across the country who have come to Gatineau this week to build on our union's record of achievement in improving workplace health and safety, in advancing environmental justice and in strengthening workers' and human rights.

Justice 2024 will provide invaluable education, training and networking opportunities to delegates, with thought-provoking plenary sessions and expert panels, skill-building workshops and inspiring speakers.

This conference is run by and for our outstanding activists, who will highlight the important work done every day in our union on health and safety, on the environment and on human rights.

We will hear how our union is working with allies across the country to expand our national campaign *Stop the Killing, Enforce the Law*. Our governments have betrayed the promise of the Westray Law, enacted 20 years ago in order to criminally prosecute those responsible for workplace deaths and injuries. Steelworkers are demanding that

governments take meaningful action to ensure the law is enforced.

We will learn more about our union's work to end gender-based violence and promote safe workplaces, with initiatives such as *Elevating Action*, a joint campaign by the USW, the Canadian Football League Players' Association and the White Ribbon movement.

We will re-commit to expanding our efforts to combat all forms of racism and discrimination in our workplaces, in our union and in our society. We will highlight our work on equity issues, including helping local unions understand and practise allyship.

We will discuss how we can build on our successes – at the bargaining table and in our political activism – to create good union jobs and tackle the climate crisis through a cleaner, sustainable economy.

These are challenging but also exciting times for labour and social justice activists. I hope you will make the most of this opportunity to inspire and learn from each other, to expand your knowledge and skills, and to create and strengthen relationships with your Steelworker siblings.

Have a great conference!

In solidarity,



Marty Warren
USW National Director



AGENDA

TUESDAY, OCTOBER 1

4:00–6:00 p.m.	Registration	Salon Jardin
6:30–8:00 p.m.	District caucuses	
	District 3	Chopin
	District 5	Suzor-Côté
	District 6	Beethoven
8:00–11:00 p.m.	Hospitality suite	Salon Jardin
8:00–11:00 p.m.	Alcohol-free hospitality suite	Murphy Suite (Room # TBA)

WEDNESDAY, OCTOBER 2

7:00–8:00 a.m.	Registration	Salon Jardin
8:30 a.m.–12:00 p.m.	Call to order	Mozart
	Claudette Commanda , <i>Algonquin Elder, Indigenous rights activist, Chancellor, University of Ottawa</i>	
	Marty Warren , <i>USW National Director</i>	
	Janice Hobbs Martell , <i>Founder, McIntyre Powder Project</i>	
	Migrant workers and the struggle for decent work on a warming planet	
	Denise Gagnon, <i>Vice-President & Treasurer, RATMAQ</i>	
	Bessie Hodder, <i>Migrant Program & Outreach Co-ordinator, Horizons of Friendship</i>	
	Ronald Carvajal, <i>Local 9471, District 5</i>	
	<u>Moderator</u> : Mike Duhra, <i>Assistant to the Director, District 3</i>	
	Climate change is a union issue	
	François Delorme, <i>Professor, Sherbrooke University</i>	
	Stop the Killing	
	Glenn Nolan, <i>Local 9316, District 6</i>	
	Frank Crowder, <i>Local 7135, District 6</i>	
	Brian O'Rourke, <i>Local 2017, District 3</i>	
	Nicolas Lapierre, <i>Assistant to the Director, District 5</i>	
	Sylvia Boyce, <i>Department Leader, Health, Safety & Environment</i>	
	<u>Moderator</u> : Scott Lunny, <i>Director, District 3</i>	

12:00–2:00 p.m.	Lunch (buffet served)	
12:30–1:30 p.m.	Equity caucuses	
	Allies (<i>English</i>)	Beethoven
	Allies (<i>French</i>)	Delfosse
	2SLGBTQIA+ workers (<i>Bilingual</i>)	Gagnon
	Indigenous workers (<i>English</i>)	Julien
	NextGen (<i>English</i>)	Krieghoff
	Racialized workers (<i>Bilingual</i>)	Morrice
	Women of Steel (<i>Bilingual</i>)	Chopin
	Workers with a disability (<i>English</i>)	Suzor-Côté
2:00–5:00 p.m.	Workshops	
	Elevating Action against gender-based violence (<i>English</i>)	Gagnon
	Health and safety committees (<i>English</i>)	Suzor-Côté
	Introduction to anti-racism and systemic racism (<i>French</i>)	Walker
	Making union events more accessible (<i>English</i>)	Julien
	Mental health 101 (<i>English</i>)	Mozart
	Securing our future: bargaining and the clean economy (<i>Bilingual</i>)	Delfosse
	Suicide awareness, prevention and resources (<i>Bilingual</i>)	Beethoven
	USW's Westray Stop the Killing – Enforce the Law campaign (<i>English</i>)	Krieghoff
	Workplace violence and harassment (<i>Bilingual</i>)	Chopin
7:30–9:30 p.m.	Movie night – PRIDE (2014)	Mozart
8:00–11:00 p.m.	Hospitality suite	Salon Jardin
8:00–11:00 p.m.	Alcohol-free hospitality suite	Murphy Suite (Room # TBA)

THURSDAY, OCTOBER 3

9:00 a.m. – 12:00 p.m. Workshops

Being an ally for more racial justice <i>(English)</i>	Baccarat (Casino)
Emergency Response Teams <i>(Bilingual)</i>	Chopin
How to talk to politicians so they listen <i>(French)</i>	Salon Royal (Casino)
Making union events more accessible <i>(English)</i>	Walker
Mental health 101 <i>(Bilingual)</i>	Mozart
No more Stolen Sisters: union action to address the epidemic of Missing and Murdered Indigenous Women & Girls <i>(English)</i>	Julien
Not in our union! USW's policy against harassment and violence <i>(English)</i>	Morrice
Raising the Bar on women's health and safety (for male-identifying delegates – <i>Bilingual</i>)	Krieghoff
Workplace accommodations <i>(English)</i>	Beethoven
Workplace violence and harassment <i>(English)</i>	Gagnon

12:00 – 2:00 p.m.

Lunch (buffet served)

12:30 – 1:30 p.m.

Equity caucuses

Allies <i>(English)</i>	Beethoven
Allies <i>(French)</i>	Julien
2SLGBTQIA+ workers <i>(English)</i>	Gagnon
Indigenous workers <i>(Bilingual)</i>	Morrice
NextGen <i>(Bilingual)</i>	Baccarat (Casino)
Racialized workers <i>(English)</i>	Salon Royal (Casino)
Women of Steel <i>(English)</i>	Chopin
Workers with a disability <i>(Bilingual)</i>	Krieghoff

2:00–5:00 p.m.

Workshops

Elevating Action against gender-based violence (<i>Bilingual</i>)	Gagnon
Health and safety committees (<i>English</i>)	Julien
How to talk to politicians so they listen (<i>English</i>)	Krieghoff
Introduction to anti-racism and systemic racism (<i>English</i>)	Baccarat (Casino)
Raising the Bar on women’s health and safety (for female-identifying delegates – <i>Bilingual</i>)	Morrice
Securing our future: bargaining and the clean economy (<i>English</i>)	Salon Royal (Casino)
The rainbow is diverse: but what does that mean? (<i>English</i>)	Walker
USW’s Westray Stop the Killing – Enforce the Law campaign (<i>Bilingual</i>)	Chopin
The aging workforce (<i>English</i>)	Mozart
Workplace accommodations (<i>French</i>)	Beethoven

8:00–11:00 p.m.

Hospitality suite

Salon Jardin

8:00–11:00 p.m.

Alcohol-free hospitality suite

Murphy Suite
(Room # TBA)

FRIDAY, OCTOBER 4

8:30 a.m. – 12:00 p.m.

Call to order

Mozart

**National Day of Action on Missing and Murdered
Indigenous Women and Girls**

Julia McKay, *Indigenous Engagement Co-ordinator, District 3*
Josh George, *Indigenous Engagement Co-ordinator, District 6*

National Anti-Racism Committee

Youssef Belgana, *Local 6658, District 5*

Introducing the USW Guide to Human Rights Committees

Maira Lebron, *Local 9400, District 5*
Mark Austin, *Local 1998, District 6*

Solidarity in action: Building anti-racist workplaces and union spaces

Kassandra Cordero, *Local 2009, District 3, Director,*
Equity and Human Rights, British Columbia Federation of Labour

Adelle Blackett, *Canada Research Chair in Transnational
Labour Law, McGill University*

Christine Jones, *Industrial Decarbonization Program Manager,*
Blue Green Canada

Health and safety for EVERY body

Janet Moffat, *Local 9042, District 6*
Mark Austin, *Local 1998, District 6*
Dayna Sykes, *Education Co-ordinator, District 3*
Julia McKay, *Indigenous Engagement Co-ordinator, District 3*
Frédéric St-Louis, *Local 8897, District 5*
Moderator: *Adriane Paavo, Department Leader, Education
& Equality*

Keynote: Magali Picard, President, Quebec Federation of Labour

12:00 – 2:00 p.m.

Lunch (buffet served)

2:00–5:00p.m.

Call to order

Mozart

National Steel Pride Working Group

Representation matters: 2SLGBTQIA+ members and our union

Dexter Hunlin, *Local 6673, District 3*

Cindy Lee, *Staff Representative, District 3*

Brett Barden, *Staff Representative, Communications & Political Action, District 3*

Tomy Hyacinthe Bezeau-Hérroux, *Local 9706, District 5*

Moderator: Shannon Devine, *Department Leader, Communications & Political Action*

Organizing and equity-seeking groups

Deepak Kullar, *Organizer, District 3*

Pablo Guerra, *Organizing Co-ordinator, District 3*

Casey Burgess, *Member Organizer, Local 343, District 6*

Amanda Zakhour, *Education Co-ordinator, District 6*

Moderator: Maria Somma, *Organizing Director, USW International*

OHS and Les Métallos

Julie Hébert, *Health, Safety & Environment Co-ordinator, District 5*

National Health, Safety & Environment Committee

Elliot Lake 50 years later and our fundamental health & safety rights

John Perquin, *Retired Assistant to the International Secretary-Treasurer*

Al Biekša, *Local 2009, District 3*

Charlene Clarke, *Local 13173, District 6*

Moderator: Andy LaDouceur, *Health, Safety & Environment Co-ordinator, District 6*

Closing remarks

Marty Warren, *USW National Director*

Prize draws

5:00p.m.

Adjournment

MENTAL HEALTH SUPPORT SERVICES



Duronda Pope

Director of Emergency Response Team (ERT), USW International
dpope@usw.org
412-352-4634
(Assistance in English)



Allan McDougall

Client Resource Co-ordinator, All Labor Movement (ALM) Foundation
mcdougallallan@hotmail.com
412-736-6134
(Assistance in English)



Lifeline support service

Sharon Clarke, MSW, Registered
Social Worker, Lifeline Co-ordinator
life_line@bellnet.ca
1-877-801-7762 or 416-977-6888
(Assistance in English)

Écoute Entraide helpline

Toll-free: 1-855-EN-LIGNE
(1-855-365-4463)
ecoute-entraide.org
(Assistance in French)

FIRST AID/CPR EMERGENCY MEDICAL CONTACTS



Sylvia Boyce

Department Leader, Health, Safety & Environment
sboyce@usw.ca
905-741-9830



Alexandra Eshelman

Administrative Assistant to the National Director
aeshelman@usw.ca
416-570-9984

ACCESSIBILITY OFFICER



Alexandra Eshelman

Administrative Assistant to the National Director

aeshelman@usw.ca

416-570-9984

ANTI-HARASSMENT COUNSELLORS



Shannon Devine

Department leader, Communications & Political Action

sdevine@usw.ca

416-938-4402



Guillaume Charbonneau

Executive Director, Steelworkers Humanity Fund

gcharbonneau@usw.ca

819-592-1443

QUIET ROOM

A Quiet Room is available during the plenary and workshops. If you are feeling overwhelmed or have sensory overload and need access to the Quiet Room, please stop by the conference office to request the keys.

THE “YELLOW SHEET” SUMMARY OF THE ANTI-HARASSMENT AND ANTI-VIOLENCE POLICY OF THE UNITED STEELWORKERS

The union wishes to provide a harassment and violence-free environment in all union workplaces and at all union activities. We have democratically passed tough, meaningful policies on harassment and violence at our conferences and conventions and negotiated such policies to protect our members. They are not just words. We take them seriously, because mutual respect must be the basis of interaction among trade unionists.

Harassment is not a joke. It creates feelings of uneasiness, humiliation and discomfort. It is an expression of perceived power and superiority by the harasser over another person. In addition, all union members are entitled to be physically safe on union premises and at union activities. There are two principles fundamental to the trade union movement: human rights and solidarity. Harassment and violence strike at the heart of both.

“Harassment” is a form of discrimination. It means improper comment or conduct that a person knows or ought reasonably to know would be unwelcome, offensive, embarrassing, or hurtful. Harassment may result from one incident, or a series of incidents.

Harassment can be based on a prohibited ground of discrimination, as set out in provincial human rights legislation, such as race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, disability, language, etc. However, harassment does not have to involve a prohibited ground. Improper conduct or comment which has no work or event-related purpose can also constitute harassment. Harassment includes sexual, racial, and personal or psychological harassment such as bullying.

“Violence” is a threat to exercise, an attempt to exercise, or the exercise of physical force by a person against a union member on union premises or at a union event. The union has a comprehensive policy for receiving, investigating and addressing complaints of harassment and violence. Under that policy, the union has appointed anti-harassment/anti-violence counsellors at each event. They can provide you with a copy of the complete Policy Against Harassment and Violence.

If you experience or witness harassment or violence during any union event, you should contact an anti-harassment/anti-violence counsellor who will ensure your complaint is investigated in accordance with the policy. They will keep any complaints confidential, except to the extent necessary to prevent harm to anyone, to ensure the requirements of a fair investigation, to take appropriate corrective action, or as otherwise required by law.

WEDNESDAY, OCTOBER 2
7:30 – 9:30 P.M. • MOZART

Pride is a 2014 historical comedy-drama film written by Stephen Beresford and directed by Matthew Warchus. Based on a true story, it depicts a group of lesbian and gay activists who raised money to help families affected by the British miners' strike in 1984, at the outset of what would become the Lesbians and Gays Support the Miners campaign.

It was screened as part of the Directors' Fortnight section of the 2014 Cannes Film Festival, where it won the Queer Palm award. Writer Stephen Beresford said a stage musical adaptation involving director Matthew Warchus was being planned.



MOVIE NIGHT

CONFERENCE SPEAKERS



Claudette Commanda – An Algonquin Anishinabe from Kitigan Zibi Anishinabeg First Nation, Claudette Commanda has dedicated the last 35 years promoting Indigenous people, rights, history and culture. She is Chief Executive Officer of the First Nations Confederacy of Cultural Education Centres, which promotes First Nations culture, languages and traditional knowledge. In 2022, Claudette became the first Indigenous Chancellor of the University of Ottawa. A professor at the university, she teaches First Nations-related courses across several faculties. She was the first Elder in Residence in the university’s Faculty of Law and the first person of First Nations heritage on the university’s Board of Governors.



Adelle Blackett – Professor Adelle Blackett chaired the Employment Equity Act Review Task Force and authored the report *Transformative Framework to Achieve and Sustain Employment Equity*. She is the Canada Research Chair in Transnational Labour Law, and this fall, the Mulligan Distinguished Visiting Professor at Fordham Law School in New York City. A widely published, award-winning scholar, her current research focuses on the 1926 Slavery Convention. She has served as the lead expert for the International Labour Organization (ILO) on treaty-making and on labour law reform. She is a former Quebec human rights commissioner and former chair of the Court Challenges Program’s human rights expert panel.



Magali Picard – Magali Picard was elected President of the Quebec Federation of Labour (QFL) in January 2023. She previously served as a National Executive Vice-President of the Public Service Alliance of Canada and President of the PSAC Quebec Council. A proud member of the Wendat Nation, she is a longtime activist for social justice and the rights of Indigenous people, women and all workers. Magali is Senior Vice-President of the QFL’s Solidarity Fund, a Director of Quebec’s workplace health and safety agency, and a member of the Canadian Labour Congress (CLC) Executive Committee and the International Trade Union Confederation’s General Council.



François Delorme – François Delorme is an associate professor in the Department of Economics at the School of Management of the Université de Sherbrooke and is Chief Executive Officer of Delorme Lajoie Consultation Inc. He works with Quebec industry, investment funds and community groups, providing economic analysis and strategic advice. He works with the Université de Sherbrooke's research chair on taxation and public finances, and is a fellow at the World Inequality Lab, co-directed by Thomas Piketty. François is a former chief economist at Industry Canada and was a senior economist at the Organisation for Economic Co-operation and Development (OECD) in Paris.



Janice Hobbs Martell – Janice Hobbs Martell is the founder of the McIntyre Powder Project and a member of USW Local 2020. She works as an Occupational Health Co-ordinator for the Occupational Health Clinics for Ontario Workers (OHCOW). She is part of an OHCOW team that is investigating the health effects of McIntyre Powder and other exposures on workers in mining and other sectors.



John Perquin – John Perquin was an electrician at Rio Algom Mines in Elliot Lake, Ont., and a USW workers' compensation officer before becoming a Steelworkers Staff Representative in 1987. He served as USW District 6 Health, Safety and Environment Co-ordinator and later as Assistant Director of the union's International HSE Department. He worked for several years as the Assistant to the USW Secretary-Treasurer before retiring in 2019. John currently serves on the boards of several health and safety organizations, and he was a Canadian delegate to the International Labour Organization (ILO) to help develop an international standard for health and safety in mines.



Christine Jones – Christine Jones is the Industrial Decarbonization Program Manager at Blue Green Canada. She is a longtime activist and social movement strategist, leading several organizations advocating for peace, human rights, the environment and social justice. Before joining Blue Green Canada, Christine helped to mobilize people and communities from coast to coast to coast against Canada's participation in wars of occupation. Along with working to get thousands of people in the streets to protest the Canadian government's military agenda, she helped lead a popular education program on redirecting military spending to human needs and the environment, while challenging neoliberalism head-on.

NATIONAL ANTI-RACISM COMMITTEE

Rohini (Reah) Arora, *Local 2009, District 3*

Victor Ocran, *Local 3239, District 3*

Yousseff Belgana, *Local 6658, District 5*

Maira Lebron, *Local 9400, District 5*

Mark Austin, *Local 1998, District 6*

Elaine Stewart, *Local 8300, District 6*

Lorei Leigh De Los Reyes, *Staff Representative, Education & Equality*

Phil Hayden, *Staff Representative, District 3*

Hans-Woosly Balan, *Staff Representative, District 5*

Tricia Watt, *Staff Representative, District 6*

NATIONAL STEEL PRIDE WORKING GROUP

Dexter Hunlin, *Local 6673, District 3*

Brandon Nicholson, *Local 1-184, District 3*

Tomy Hyacinthe Bezeau-Héroux, *Local 9706, District 5*

Emmanuelle Gadoury, *Local 9700, District 5*

Johanne Richard, *Local 8922, District 5*

Anita Bryan, *Co-ordinator, District 6*

Mayson Fulk, *Local 2699, District 6*

Janet Moffat, *Local 9042, District 6*

Jordan Rego, *Local 5296, District 6*

Cindy Lee, *Staff Representative, District 3*

Brett Barden, *Staff Representative, Communication & Political Action, District 3*

Guillaume Charbonneau, *Executive Director, Steelworkers Humanity Fund, Department Leader, Global Affairs*

Sarah Konig, *Support Staff, District 3*

Lindsay Kellin, *Senior Resource Technician, Research, Public Policy & Bargaining & Information Technology*

Shannon Devine, *Department Leader, Communications & Political Action*

NATIONAL HEALTH, SAFETY & ENVIRONMENT COMMITTEE

Al Bieksa, *Local 2009, District 3*

Todd Burnside, *Local 6166, District 3*

Kyle Jorgenson, *Local 480, District 3*

Pat McGregor, *Local 1-423 & Wood Council, District 3*

Isabelle Bournival, *Local 3953, District 5*

Marc-André Fontaine, *Local 6586, District 5*

Craig Allair, *Local 6500, District 6*

Mark Austin, *Local 1998, District 6*

David Foley, *Local 5797, District 6*

Glenn Nolan, *Local 9316, District 6*

Josh Stirling, *Local 5319, District 6*

Jeffrey Howell, *Local 1976, National Locals*

Corey Mandryk, *Local 1944, National Locals*

Rob Miller, *Local 2004, National Locals*

Sylvia Boyce, *Department Leader, Health, Safety & Environment*

Ed Kent, *Health, Safety & Environment Co-ordinator, District 3*

Julie Hébert, *Health, Safety & Environment Co-ordinator, District 5*

Andy LaDouceur, *Health, Safety & Environment Co-ordinator, District 6*

RESOURCES

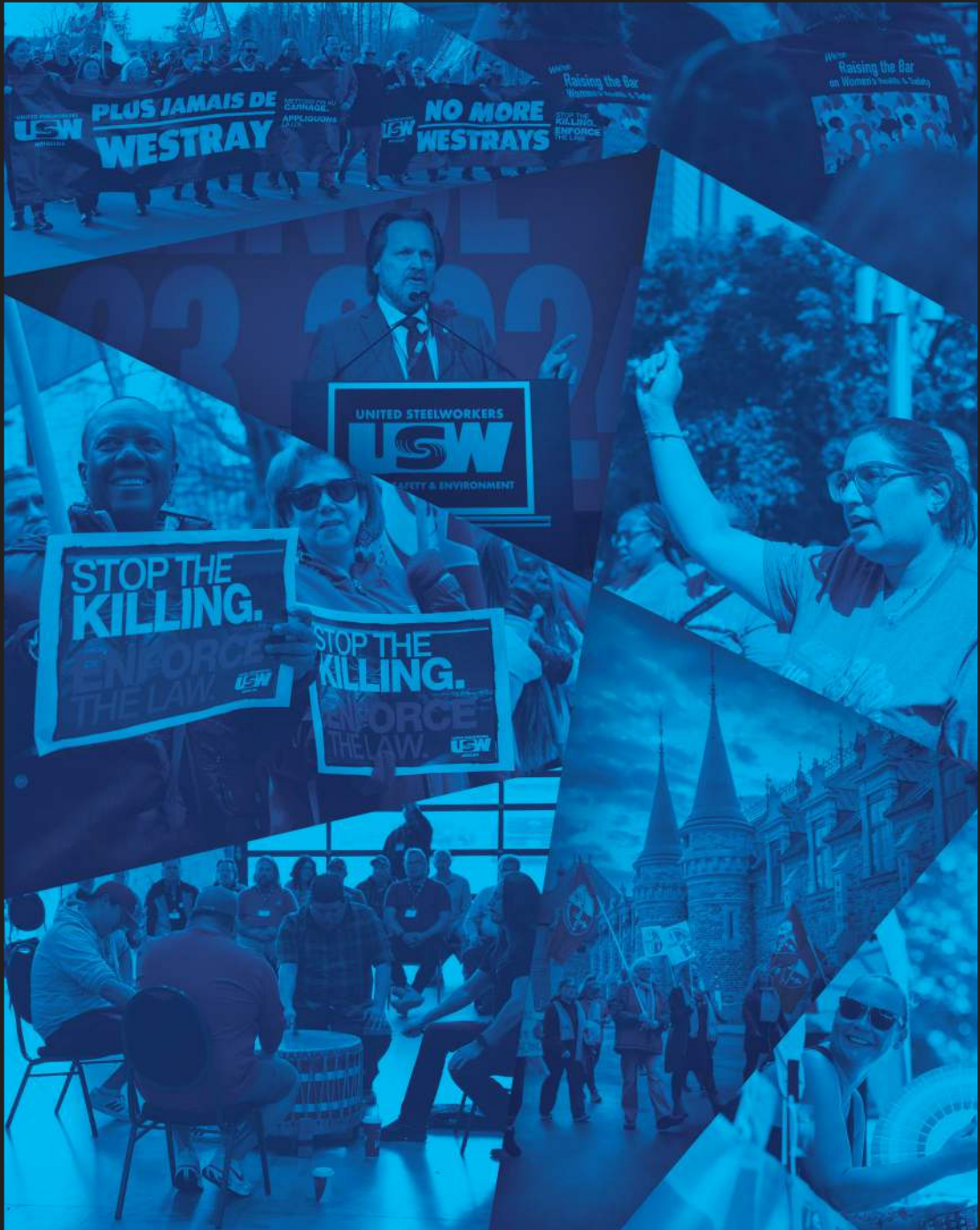
Justice Conference 2024 materials

Find the workshop resources here:





Illustration by: Chief Ladybird



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 usw.ca    [uswmetallos](https://www.youtube.com/user/uswmetallos)  [SteelworkersCA](https://twitter.com/SteelworkersCA)

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