

December 2024



Wrapping up a year working for everybody

It's been a busy year for all of us in District 3 and I'm incredibly proud of the work we do, often against aggressive employers, anti-worker governments, challenging markets and unfair trade deals. Together as Steelworkers, we achieve so much.

"Better Work for Everybody" was the theme of the recent District 3 Conference in Winnipeg. This theme is both a demand and a promise, reflecting our values and hard work as Steelworkers for years to come. We must keep improving lives through organizing, bargaining, enforcing contracts, fighting for healthier and safer workplaces and creating more livable communities. By educating members, engaging in legislative action and participating in our communities, we can achieve better for workers; better for everyone.

When employers threaten our jobs and livelihoods, demand concessions and prioritize corporate greed over community prosperity, our union stands up and fights back. We also face down governments that prioritize holding power and their wealthy friends over the common good.

Through lobbying, political education and our Steelworkers Vote

program, we ensure the voices of regular people, like us, are heard.

As our International President Dave McCall recently said, "Every time we've been challenged, USW members have answered the call. I know our solidarity and our determination will prevail because we've proven it time and time again."

In addition to our gains in the workplace, this year, USW members participated in Steelworkers Vote, putting boots on the ground in B.C. and Saskatchewan elections. Our focus: ensuring workers' voices were heard. I'm proud of the results, not for which party won, but because we delivered on our promise: Steelworkers vote.

We must not forget that a union card and contract remain our best tools to tackle challenges in workplaces, communities and provinces. Unions make work and life better, for everybody.

Thank you to all our USW members, locals and staff for making a difference in your workplaces, communities and across our district. On behalf of USW District 3, I wish you a happy holiday season and all the best in 2025.

In solidarity,

Scott Lunny
USW District 3 Director

Follow Scott Lunny

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MARK YOUR CALENDARS

Jan. 12-17, 2025
2025 AFL/CLC Winter School
Jasper, Alta.

Jan. 12-Feb. 14, 2025
CLC Pacific Winter School
Harrison Hot Springs, B.C.

Apr. 7-10, 2025
USW Convention 2025
Las Vegas, NV

Apr. 24-27, 2025
Alberta Federation of Labour Convention
Edmonton, Alta.

May 25-29, 2025
CLC/SFL Spring School
Moose Jaw, Sask.

July 2025
USW Indigenous Gathering
Winnipeg, Man.

Sept. 14-19, 2025
District 3 school
Cranbrook, B.C.

October 2025
USW National Women's Conference
Calgary, Alta.

Nov. 14-16, 2025
BC NDP Convention
Victoria, B.C.

Solidarity Beats: A night of trivia, dancing and giving back

On Sept. 26, 2024, USW NextGen members came together to host Solidarity Beats, a lively trivia night and dance party fundraiser held at the Maritime Labour Centre in Vancouver.

The event supported the incredible work of the Sarah McLachlan School of Music, which, in 2023, provided over 1,000 low-income and marginalized children in Vancouver, Surrey and Edmonton with free access to life-changing music programming.



More than 50 young workers from various unions attended, engaging in trivia, dancing and great networking opportunities. The event offered an opportunity for young workers to build solidarity and strengthen connections across unions, ensuring we can all help the labour movement grow for future generations.

Thanks to the collective efforts of all who participated, \$5,380 was raised for the Sarah McLachlan School of Music, helping to remove barriers and open doors for young aspiring musicians.

Training opportunity for NextGen

We have received funding from the USW Family and Community Education Fund (FCEF) for a high school education project.

As part of this initiative, we'll be training our NextGen members to deliver workshops in schools across their communities, focusing on worker rights and the role of unions.

Training Details:

- 📅 When: March 2025
- 📍 Where: Vancouver
- 📺 What's covered: Travel, lost time, accommodations, and more!

This is a great opportunity for locals to build the skills of their next leaders and to build connections with new workers.

Learn more at usw.ca/district-3-training-opportunity-for-nextgen

Welcome

to our new members from the
Kootenay Savings Credit Union
New Denver & Nakusp, B.C.



STRONG AS STEEL PODCAST



SCAN TO LISTEN!



usw.ca/d3podcast





Make S#!t Better: Our members deserve washroom dignity

To get an idea of the state of washrooms in our workplaces, USW District 3 launched a campaign, starting with an open survey of members across Western and Northern Canada, called Make S#!t Better!

From the initial survey responses, we produced a video, which we played for the delegates to the District 3 conference last month in Winnipeg. Watch the video at usw.to/56K.

While we compile and analyze the results of the survey and prepare a report on what we have found, please continue to share your stories and experiences through the survey at usw.ca/makeitbetter.

This is an important campaign for safety, health, equity and washroom dignity for our membership and workers everywhere.

They deserve better: Uni-select workers on strike since Sept. 3

USW Local 2009 members at Uni-select, Bumper to Bumper, in Coquitlam, B.C., went on strike on Sept. 3.

The 36 members took to the streets to demand fair wages from the employer. The members, who have been without a contract since April 30, 2024, have rejected two proposals to ratify a new agreement.

Many of the workers who are longtime employees, some up to 40 years, are making less than living wage. No one should be making less than the living wage when companies are pulling in large profits.

This employer does not respect their hard-working, loyal employees that allow them to reap millions in profits each year. Shame on Uni-Select!



Leo W. Gerard, former International President of the USW, received our country's highest civilian honour - Companion of the Order of Canada.



The USW was proud to be a co-sponsor of the Canadian Football League Players' Association (CFLPA) Grey Cup Kids camp where kids learned from current and former CFL players and got to see the Grey Cup.



The USW joined Unifor and PPWC at the Union of B.C. Municipalities conference to fight for forestry jobs.

Welcome

to our new members from the
**University of Calgary
Faculty Association**
Calgary, Alta.



Steelworkers contribute to NDP victories in B.C. and Saskatchewan

Recent provincial elections in British Columbia and Saskatchewan saw significant outcomes for the NDP, with the BC NDP holding onto power and the Saskatchewan NDP making substantial gains.

In Saskatchewan, NDP Leader Carla Beck, a strong advocate for Steelworkers' jobs and industries, led her party to a remarkable result. The Saskatchewan NDP expanded its caucus to 27 MLAs, nearly doubling its previous total of 14, and swept seats in Regina and Saskatoon.

Steelworkers played an active role in both campaigns through the Steelworkers Vote political action program.

Although the right-wing Saskatchewan Party secured its fifth majority government, Premier Scott Moe's seat count dropped to 34, down from 42 in the previous legislature.



In B.C., Premier David Eby led the BC NDP to re-election, with USW members contributing through election schools and member mobilization. Training sessions were held in Langley and Burnaby, and Steelworkers engaged in member-to-member outreach in key ridings, including Langley, Surrey, Ladysmith-Oceanside, and Vernon-Lumby.

Steelworker involvement was instrumental in these gains. Steelworkers Vote schools in Regina and Saskatoon prepared dozens of USW members to volunteer for NDP candidates, helping secure key battleground seats. These schools provided practical campaign training and highlighted the connection between collective bargaining efforts and the halls of legislatures.



USW members also stepped up, with Maddi Genn (Local 1-417) running for the BC NDP in Kamloops-North Thompson. In Burnaby-East, Rohini Arora (Local 2009) won her seat, becoming the next MLA for that constituency. She has since been appointed Deputy Chair of the B.C. Government Caucus.

Strong as Steel Podcast

Premier Eby and Carla Beck joined Director Lunny on the Strong as Steel Podcast. Listen at usw.ca/d3podcast.



Congratulations to B.C. Premier David Eby on re-election

USW District 3 congratulates Premier David Eby and the BC NDP on their re-election victory in British Columbia.

"On behalf of United Steelworkers members, I am pleased to congratulate Premier Eby and the BC NDP on their hard-fought win," said Scott Lunny, USW Director for Western Canada and the Territories.

"The BC NDP has long been the choice of working families in this province and this election reaffirmed their commitment to standing up for workers' rights and supporting industries that are vital to B.C.'s economy."

The USW has consistently supported the BC NDP, whose positions reflect the values and concerns of working families.

This election, the BC NDP promised to maintain environmental and safety standards while investing in critical resources, creating a new union-led training program to help workers adapt to the evolving demands in the mining sector and pursue the investment needed to expand the

Trail smelter to take on EV battery recycling.

"The USW remains dedicated to supporting government policies that implement positive legislation, regulations and programs for sectors such as mining and forestry. These industries are crucial to providing good, family-supporting, high-skilled union jobs, particularly in resource-dependent communities throughout British Columbia," said Lunny.

The USW will continue advocating for policies that protect unionized jobs in forestry and strengthen that industry so that we can improve the lives of working families across the province.

"It was clear that this election wasn't focused on who had the best plan for B.C.'s mining and forestry sectors, but the importance of these sectors to B.C.'s economy cannot be overstated. We look forward to working closely with Premier Eby and the BC NDP government to tackle the pressing issues facing B.C. Steelworkers and our communities," said Lunny.



Steelworkers help to elect Cynthia Block as Saskatoon's next mayor





USW District 3 Conference Winnipeg 2024



Winnipeg hosts the 2024 USW District 3 Conference



The 2024 USW District 3 Conference, held in Winnipeg from Oct. 28-31, brought together over 300 union leaders, delegates, staff and guests from Western Canada and the northern territories under the inspiring theme, Better Work for Everybody. The conference included workshops, debates, panels and speeches, focused on advancing the working lives of our members.

card-check certification, both considered landmark victories for workers' rights in the province.

USW National Director Marty Warren stressed the importance of politics, worker protections, jobs and economic growth.

District 3 Health, Safety and Environment Co-ordinator Ed Kent addressed the delegates talking about workplace bullying and harassment, honouring members lost since the last conference and presented the Make S#!t Better! campaign to provide washroom dignity in all our workplaces.

 **Watch the keynote video**
youtu.be/jvasaRNPMh8

Elder Eric Flett opened the conference with an Indigenous blessing, emphasizing shared values between unionism and Indigenous cultures.

Throughout the conference, delegates heard from fellow members and guest speakers including Manitoba Federation of Labour President Kevin Rebeck, transgender human rights and social justice lawyer Adrienne Smith, USW District 5 Director Dominic Lemieux, USW International Organizing Director Maria Somma, USW District 6 Director Kevon Stewart, International Secretary-Treasurer John Shinn and former USW National Director Ken Neumann.



District 3 Director Scott Lunny emphasized that better work for everybody is both a demand and a promise, reflecting the union's commitment to achieving progress in bargaining, community work and legislative advocacy.

Director Lunny concluded the week by reaffirming the conference's theme, urging delegates to continue the important work and the ongoing fight for better work for everybody.



USW International President Dave McCall, attending his first District 3 conference, encouraged delegates to prioritize members' concerns, especially when engaging in politics. Manitoba Premier Wab Kinew highlighted his government's groundbreaking Bill 37, which bans replacement workers and supports





Premier Kinew wows delegates

In a thoughtful and insightful address, NDP Manitoba Premier Wab Kinew spoke to District 3 Conference delegates about his first year in government, relaying some key priorities and successes.

He conveyed a powerful story from the campaign trail where he engaged an angry man who talked to Kinew about his frustration at falling behind, feeling like more and more was being extracted from him and his family, while others got ahead and he and his family were not seeing the benefit of growth.

"Governments have a responsibility to show in a concrete way how we are making life better for people like you," Kinew told delegates. What Kinew saw in the man he met on the street and many other working people is the desire to see governments deliver on their word. Kinew thanked

Steelworkers for their participation in the 2023 election, particularly through the Steelworkers Vote program and their political engagement.

Kinew also talked about the importance of affordability and jobs, mentioning the pilot project to remove provincial tax from gasoline and diesel.

On the labour law side, Kinew spoke about his government's Bill 37, which passed second reading and includes a ban on replacement workers in the case of labour disputes and card-check certification at 50 per cent plus one - two major improvements that help workers join unions and be successful at the bargaining table.

"You should have the freedom to be able to bargain and to be able to fight for the working conditions you deserve."





Congratulations!



At the USW Wood Council conference, held ahead of the District 3 Conference, Jeff Bromley was re-elected by acclamation to continue serving as the Wood Council Chair for another term. Congratulations, Jeff!



Check out all of our District 3 conference photos at usw.ca/photos

Justice 2024 takes on inequality

Justice 2024 conference was held Oct 2-4, 2024, in Gatineau, Que. Delegates took in presentations and panel discussions on a variety of issues, including the intersections of health and safety, the environment, workplace justice and equity.

Conference delegates took in an informative panel on the Stop the Killing campaign and why it remains relevant to this day. Panellists included Brian O'Rourke (USW Local 1-2017) and was moderated by District 3 Director Scott Lunny.

O'Rourke spoke about the devastating Lakeland and Babine sawmill explosions where a fatal explosion and fire ripped through the mill killing and injuring members.

Conference participants heard from District 3 Indigenous Co-ordinator Julia McKay leading a panel on the National Day of Action on Missing and Murdered Indigenous Women and Girls, joined by Jason Prokopchuk (Local 7689).

"It was recognized that in order to break down Indigenous culture, they needed to remove the power from women," said McKay, speaking about the historical matriarchal structure of many Indigenous cultures and how governments and organized religion sought to destroy Indigenous cultures, communities and families.

There was also a presentation by members of the National Anti-Racism Committee, who spoke about the necessity of taking action against racism and the new Human Rights Committee guide. Local union Human Rights Committees are mandated by

the union's international constitution.

Kassandra Cordero, Director of Human Rights and Equity at the B.C. Federation of Labour and Local 2009 member spoke eloquently about the urgent need to engage in anti-racism action, breaking it down and how to go about it. Cordero emphasized that sometimes mistakes happen, even with the best of intentions and the fear of making mistakes need not be a barrier to action. Here is what Cordero suggested to delegates, who may not know how to deal with being called in by Black, Indigenous and racialized co-workers, neighbours and friends. She suggested delegates move past fragility by: acknowledging harm, validating the person's experience and feelings, make efforts to mitigate further harm and co-create a solution, if possible.

Members of the National Steel Pride working group spoke about their experiences as 2SLGBTQIA+ Steelworkers, how local union leaders can support rainbow community Steelworkers, the need for gender-neutral collective bargaining language and gender-affirming care, as well as the increasingly challenging political climate and the need to be united. The panel featured Dexter Hunlin (Local 6673), Cindy Lee, staff representative for District 3, Brett Barden, Communications and Political Action staff for District 3.

It was followed by an insightful panel on organizing and equity-seeking groups, moderated by USW Organizing Director (U.S.) Maria Somma and featuring a host of talented organizers including Deepak

Kullar, organizer in District 3 and Pablo Guerra, organizing co-ordinator for District 3.

"The biggest reward is to be able to tell the members that we won! Seeing their faces is worth it. It is unbelievable," said Guerra. "Now they are going to have power, they are going to have a voice."

Closing out the conference was a look back at 50 years since the Elliot Lake work stoppage and considering our fundamental health and safety rights. The panel included Al Biekse (Local 2009).



Welcome
to our new members from
**Cando Rail
& Terminals**
Edmonton, Alta.

UNITED STEELWORKERS
USW
DISTRICT 3

**BETTER
WORK
NOW.**



Brian Butler (Local 1-1937), Jeff Bromley and Mike Duhra joined more than 500 members from District 5 for their 60th annual general assembly.



Members from Local 1-1937, 1944, 1-417 and 2009 spent a week in Langley, B.C., attending the Unionism on Turtle Island course.



Brandon-Shea Mutala (Local 5890) was elected as at School Board Trustee for Subdivision 6 in Regina.

Steelworkers attend B.C. Fed 2024

The B.C. Federation of Labour convention was held in Vancouver, Nov. 25-29, 2024, with delegates debating a range of resolutions from forestry, critical minerals, political action, tackling climate change to addressing the impacts of artificial intelligence.

The USW was proud to join nearly 1,000 delegates to support CUPW workers during a lunchtime rally.



District 3 bargaining updates

Hudbay Minerals Inc.

Local 7106 and 9338 have secured a 3.5-year deal including:

- 13% wage increase over deal
- Enhanced pension contributions
- Improved benefits
- New travel allowance
- Creation of two new union safety positions.

- COLA adjustments
- Pension improvements
- Improvements for statutory holidays, short-term disability, vision benefits, support for apprentices and more
- Secured a \$2,400/month administrative fee to fund union initiatives and time offs.

Chances Casino Abbotsford

Local 2009 has secured a 3-year deal including:

- Average wage increases of 24.6% over deal
- 100% employer-paid health benefits
- Doubled paid education leave for Health & Safety Committee members
- Shift block bidding language
- Increased rest periods.

The Pas Committee for Women in Crisis

Local 7106 has secured a 4-year deal:

- 20% wage increase in year 1
- New statutory holiday: International Women's Day
- Inclusion of stillborn/miscarriage provisions in bereavement leave
- Increased kms reimbursement.

Vanguard Ringball

Local 2009 has ratified a new deal:

- 12% wage increase
- Pension contribution increase
- Increased boot allowance
- Strengthened health and safety language

Vale

Local 6166 has ratified a 4-year deal with no concessions:

- 10.5% wage increase over deal
- \$4,000 ratification bonus

Welcome
to our new members from
Starbucks
Kingsway Ave & 117 St
Edmonton, Alta.

Manitoba now has the strongest card-check and anti-scab law

After five decades, we have achieved a historic victory: 50%-plus-one card-check and anti-scab legislation. Thanks to Premier Wab Kinew and his NDP government, Manitoba now has the strongest card-check and anti-scab laws in Canada.

With the passage of Bill 37 and its Royal Assent, 50%-plus-one card-check and a ban on scab labour are officially law in Manitoba. This achievement is a testament to the dedication of our labour movement. Generations of union activists dreamed of this moment and now it is a reality.

This new law makes it easier than ever for workers to unionize. If a majority

of employees at a workplace sign union cards, they win the right to join a union.

Manitoba's anti-scab legislation also sets a new national standard, with the broadest definition of scab labour in Canada.



United Way 30th Anniversary labour appreciation night celebrates champions

Randall Dillon (Local 2009 & SOAR) received the 2024 Brian Harder Labour Leadership Award from the Fraser Valley Labour Council. Randy has dedicated his career to fighting for workers' rights and social justice.



Kinew delivers Manitoba's affordable energy plan

Manitoba Premier Wab Kinew, joined by ministers Sala and Schmidt, unveiled the new Manitoba Energy Plan at the PTI Transformers Manitoba factory, where 140 members of USW Local 4297 are proudly employed.



Scott Lunny attended meetings in Argentina with the International Mining Network of unions (F.I.M.) representing workers at Newmont mines.



The 2nd annual Fred Girling Young Workers' Scholarship was proudly awarded to Kyra Petty (Local 2009) to attend the B.C. Fed convention.



Dexter Hunlin (Local 6673) and Brett Barden (D3 staff) attended the ILGA World Conference in South Africa.

ALL IN
on **SOLIDARITY**



USW Convention 2025

April 7 -10, 2025
Caesars Forum Convention Center
Summit Ballroom
Las Vegas, Nevada

Registration and hotel information can be found at convention.usw.org.

Welcome

to our new members from
**Environmental 360
Solutions Ltd.**

Witset, B.C.



In memoriam

Forever in our hearts:

Jessie Uppal
1972-2024



USW District 3 staff representative, Jessie Uppal, passed away peacefully at her home at the end of July.

Jessie was a valued member of the USW staff in District 3 for over a decade. Prior to that she worked, as a USW member, for many years for the British Columbia Federation of Labour. She was a lifelong New Democrat, including time working for the BC NDP government in the 1990s.

Jessie was a co-worker, colleague and friend. She will be greatly missed and fondly remembered by everyone that knew her.

United Steelworkers mourn the loss of former MLA Dan Coulter

The United Steelworkers mourns the death of former Member of the Legislative Assembly, Minister of State for Infrastructure and Transit, and Parliamentary Secretary for Accessibility in British Columbia. Dan was not only a dedicated politician but also a proud union activist and a strong advocate for the rights and dignity of workers and people living with disabilities.

After experiencing a life-changing workplace accident in 1999, Dan dedicated himself to advocating for safer working conditions and greater accessibility so British Columbians could build good lives in the communities they love.

Dan's legacy is one of unwavering commitment to justice, equity and inclusion. His contributions have left a permanent mark in the labour movement and the lives of countless individuals across our communities.

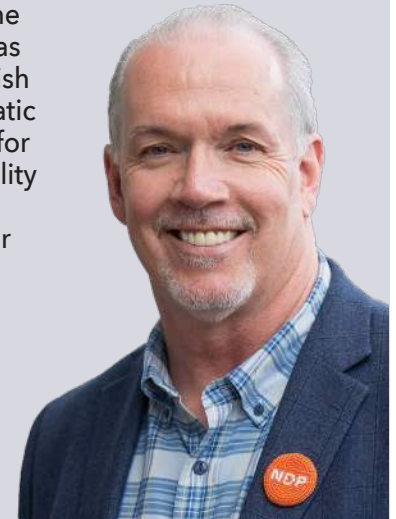


United Steelworkers union mourns John Horgan

It is with great sadness that the United Steelworkers mourns the death of former British Columbia Premier John Horgan, a friend to our union and a steadfast advocate for the rights and dignity of all workers.

Throughout his political career, when he was on the opposition benches, just as when he was leading British Columbia's New Democratic government, John stood for fairness and greater equality for working families and the most-vulnerable in our society.

We extend our deepest condolences to John's wife Ellie, their sons Evan and Nate, and his many friends and loved ones.



Does your local have a Human Rights Committee?

Every local union is required to establish a Human Rights Committee as per the USW International Constitution.

To assist your local in establishing your committee District 3 has launched a new Human Rights Committee Handbook.

Check it out at:
usw.ca/d3hrc

Do you have members interested in volunteering to join the District 3 Human Rights Committee?

Members can join at usw.ca/d3hrc.

Next meeting:
Jan. 30, 4:30 p.m. PT
on Zoom.

