



WINTER 2024

A new era: strength, solidarity and standing up for workers

Dear Steelworkers,

As we move forward into 2025, I want to take this opportunity to acknowledge the incredible contributions of Myles Sullivan, our previous District 6 Director. Myles’s leadership and dedication to advancing the rights of workers will have a lasting impact on our district and we will continue to build on this strong foundation.

This year marks a new chapter for District 6 as we embark on a period of change and progress. I am honoured to introduce Charlie Scibetta, as the new Assistant to the Director. Charlie previously served as the Hamilton Area Co-ordinator. With his commitment to our cause and years of experience, I know Charlie will be a valuable asset as we continue our fight for fairness, equity and dignity for all workers.

I also want to express my profound gratitude for the trust placed in me as your new District 6 Director. This milestone is a testament to the progress we are making, not only in our union but in society at large.

This moment of transition is not just about change in leadership – it’s about renewing our shared commitment to the principles that have always guided us: advocating for workers’ rights, bargaining better contracts, making it easier to join



District 6 Director Kevon Stewart (right), and Assistant to the Director Charlie Scibetta.

a union, fighting for better wages and pensions, demanding fairness and striving for a more just tomorrow.

We have many challenges ahead, and with our collective strength, solidarity and determination, I believe we will overcome them and pave the way for a better future for all Steelworkers. Let us embrace this new chapter with energy and optimism, confident that together, we will create lasting change.

In solidarity,

Kevon Stewart
USW District 6 Director



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USW District 6 Cares



Then District 6 Director Myles Sullivan presented a giant donation to the Community Food Sharing Association at the end of the We're Ready conference in St. John's, N.L.

The union is a pillar of support for the communities in which our members live and work. The union's commitment to making a positive impact on society is demonstrated through various initiatives that showcase its dedication to the progress and prosperity of its members' communities.

\$88,000 to food banks in Newfoundland and Labrador

In July, at the District 6 Conference in St. John's, N.L., members, local unions and the district raised over \$88,000 for the Community Food Sharing Association that supports 60 different food banks across the province, helping 15,000 families who rely on their services.

Person-power volunteering in Northern Ontario

More than 20 volunteers from the USW Northeastern Ontario Area Council (NEOAC) joined the annual "good works" project at the Chelmsford Community Food Forest. The volunteers helped install a new walking path, remove overgrown weeds and place landscaping stones.

Share your local community efforts on social media using #USWCares.

Barbecue connects members with their union

A project funded by the USW Family and Community Education Fund (FCEF)

A revived NextGen Committee at USW Local 8782 welcomed hundreds of members and their families to a barbecue event served with a side of union education.

Michael Sejevick and co-worker Alex Merwin got the idea for a union event while attending the 2024 NextGen Conference in Pittsburgh.

Merwin and Sejevick recruited new members to the local's NextGen Committee and approached the local union for funds, supplemented by a project application through the Family and Community Education Fund (FCEF).

The event's educational aspects included a quiz about health and safety and the union contract with materials available to help quiz-takers answer the

questions. Every completed quiz was entered into a prize draw.

"It's one of the most rewarding things I've done," said Sejevick.

Learn more about the FCEF at usw.ca/fcef



USW Local 8782 NextGen Committee and event volunteers at the union hall in Nanticoke, Ont.

Worker safety: the ongoing fight for real change

Consultations regarding changes to health and safety legislation or workers' compensation are ongoing without much real improvement being made for workers. It was also a busy year for conferences with the District 6 conference and health & safety conferences on both sides of the border. Our Justice Conference in Gatineau, Que., provided delegates with the opportunity to participate in new health and safety workshops to gain a better understanding of mental health issues (including suicide awareness), workplace violence and harassment, how to have a successful Health and Safety Committee, and workplace accommodations.

The USW has revitalized our Stop the Killing campaign to have the Westray amendments to the Criminal Code of Canada enforced consistently. Here are some highlights of what has and hasn't happened in the 20 years of the amendment:

- Fatality statistics from 2004 to 2022 show that there were 18,419 accepted claims for workplace deaths, an average of 1,023 accepted fatal claims per year.
- During that same time, there have been 26 charges, with only 11 convictions.

- Four out of the 11 involved jail sentences; one of the four was to be served in the community, and one sentence is being appealed (R v King).
- Three-and-a-half years is the highest sentence, and that was for the supervisor/project manager in the Metron case, where four workers died and one was seriously injured.
- One out of the 11 convictions included charges for a severe injury, which was the Metron case.
- One out of the 11 convictions ordered restitution [i.e., money paid to the family (R v Detour Gold Corp.)].
- All money from fines and victim surcharges stays with the government, which is essentially profiting from worker fatalities. This money should instead be used to fund training and provide resources to enforce the Westray amendments.

Check out our updated campaign at:
usw.ca/stopthekilling

For more information about the campaign, please get in touch with Sylvia Boyce at sboyce@usw.ca or Andy LaDouceur at aladouceur@usw.ca.



Members attending the Stop the killing protest in Toronto.

Empowering and inspiring union leadership in 2024



Delegates at the 2024 District 6 Spring School at the Living Waters Resort in Collingwood, Ont.

In August, the District 6 Education Department launched the highly anticipated Facilitator Training program, selecting 16 qualified participants from over 90 applications. These union members, hailing from diverse regions, brought expertise in areas such as duty to accommodate, WSIB, health and safety and leadership.

Their training in Stewards 1 serves as a foundation, enabling them to effectively facilitate a wide range of courses, empowering them to contribute to the ongoing education and development of union members at all levels. This effort aims to foster a stronger, more knowledgeable union community.

In November, we celebrated the success of our Financial Officers training. This program brought together experienced financial secretaries, treasurers and trustees to refine their financial management and governance skills, crucial for ensuring sound local union governance and accountability. The ongoing success of this program highlights our dedication to safeguarding the financial health of our union.

Following glowing feedback from the 2024 Spring School, we are looking forward to continuing to offer our revamped Officers in Action course in 2025. The course will further equip current and aspiring local union officers and unit chairpersons with skills in parliamentary procedures, committee responsibilities and leadership.

A standout moment this year was the District 6 Conference, where we introduced the transformative Know your Voice workshop. Designed to enhance public speaking and leadership communication, this session received overwhelming praise. We encourage area councils to incorporate this invaluable workshop into their programs.

As we approach the Spring School in 2025, we're excited to hold advanced and in-demand courses to meet the evolving needs of our members. For specific training needs or more information about courses/workshops, feel free to reach out to:

Amanda Zakhour
District 6 Education Co-ordinator
902-219-3544
azakhour@usw.ca



District 6 members during a workshop at the 2024 Spring school at the Living Waters Resort in Collingwood, Ont.

BARGAINING SUCCESSES



USW Local 2918 members on the picket line have ratified a new four-year collective agreement.



IMT Defence, Ingersoll, Ont. – Local 2918

A nine-week strike by 200-plus members led to a major victory, with the elimination of a two-tier wage system. In addition to general wage increases of 9% over four years, many members will receive significant, additional raises. The contract improves benefits, shift premiums and safety boot allowances, and creates a new shift with huge pay hikes for workers who accept weekend work.



Tenneco Automotive, Cambridge, Ont. – Local 2894

The 680 members reached a three-year agreement with total wage hikes of 10.5%, increased contributions to their Steelworkers Pension Plan, higher shift premiums, and improvements to vacation entitlement and benefits such as paramedical, vision care, dental care and life insurance.



Lanxess, Elmira, Ont. – Local 12691

A three-year deal for 120 members at this industrial chemicals manufacturing plant provides wage increases of 12%, increased shift and weekend premiums, and improvements to vacations, pensions and vision care, paramedical, orthodontics and life insurance benefits.



Logixx Security, Goderich, Ont. – Local 9597-34

Security guards at the world's largest salt mine ended a two-week strike after achieving a 9.9% wage increase over two years, improved sick leave, reimbursement for licensing-related costs, new leave provisions for traditional Indigenous practices and language ensuring a moment of silence on Dec. 6 – the National Day of Remembrance and Action on Violence against Women.



Columbia Forest Products, Kitchener, Ont. – Local 838

A 32-month first contract for 19 members at this wood laminate production plant includes wage hikes of 7.7%, additional knowledge-based increases, introduction of the Steelworkers Pension Plan, health and safety language, and improved shift premiums, benefits, bereavement leave and vacations.



Magris Talc, Timmins, Ont. – Local 7580-01

The 25 members at this talc producer will receive wage increases ranging from 16.5% to 23% over four years, with an additional \$1 per hour for truck drivers. The agreement also improves mental health coverage, sick leave, bereavement leave and the safety boot allowance.

Organizing successes

Welcome to the Steelworkers! 1,200 security guards in Atlantic Canada join the USW!

In September, USW District 6 was proud to welcome 1,200 new members to our union, as Paladin Security employees in Atlantic Canada became Steelworkers.

Our new members at Paladin Security provide security services at several workplaces in Nova Scotia, New Brunswick and Newfoundland and Labrador. These members make our union stronger and reinforce the USW's standing as THE UNION for security workers in Canada.

Security sector workers represent the fastest-growing sector within the USW, accounting for tens of thousands of members across the country, including more than 25,000 security guards in District 6.

Steelworkers also were proud to be involved in another momentous organizing campaign recently, when employees of Thessalon First Nation (TFN) in Northern Ontario voted to join our union – becoming one of the few such unionized groups of workers in Canada.

The 44 TFN employees deliver crucial services to members of their community, including children's mental health, elder support, personal support work, recreation, student support, custodial services and water treatment/public works.

"We realize that as union members we will be in a better position to continue to deliver the quality services that our community depends on and deserves," said one of the new USW members at TFN, located approximately 100 km east of Sault Ste. Marie, Ont.

Other District 6 workplaces where members decided recently to join the USW include:

- Starbucks, Pape and Danforth, Toronto (15 members)
- GardaWorld, Halifax (42 members)
- Don Mills Retirement Home, North York, Ont. (64 members)
- Canadian Brick, Burlington, Ont. (60 members)
- GardaWorld (Halifax Harbour Bridges), Halifax, (45 members)
- Starbucks – Indigo, Kitchener, Ont. (17 members)
- Starbucks, Waterloo, Ont. (22 members)
- Timmins and District Hospital (security), Timmins, Ont. (14 members)
- Columbia Forest Products, Kitchener, Ont. (20 members)
- Township of Fauquier-Strickland, Ont. (3 members)



We were ready and we did it!



Delegates of the 2024 District 6 Conference taking a group photo with the International leadership.

In July, our district brought together 450 members, staff and guests to St. John's, Newfoundland and Labrador, as part of the triennial conference. The conference, with the theme "We're Ready," took place in downtown St. John's and featured plenary sessions, workshops and an educational field trip.

The conference kicked off with an Inuit welcome and blessing from Danny Pottle, from the First Light St. John's Friendship Centre, and included an address from then District 6 Director Myles Sullivan as well as presentations from a number of guests, among them district directors from right across the union. Shelley Savoury, USW Local 1976-551 unit president, acted as the conference's master of ceremonies.

In his keynote address, Sullivan reflected on the conference theme, "We're Ready," and emphasized the work that USW

members do back home and will be doing in the future. "It means we're ready to bargain strong collective agreements," said Sullivan. "We're ready to organize and welcome new members from all sectors of the economy – to join our union. We're ready to educate our members to give them the skills they need to carry out the work of our union."



Former D6 Director Myles Sullivan, current D6 Director Kevon Stewart, and D6 Co-ordinator Anita Bryan.

A highlight in the plenary session was the spectacle of top USW leaders taking turns to "kiss the cod," including International Secretary Treasurer John Shinn and International Vice-President at Large Roxanne Brown and International Vice-President

(Human Affairs) Kevin Mapp, in addition to National Director Marty Warren and a number of district directors across the U.S.

During the conference, members visited Bell Island, learning about the union's important labour history of representing underground mine workers on the island. The mine closed in 1961, but Steelworkers made numerous health and safety improvements while the mine was operational.

Participants also took part in a series of workshops focused on raising the bar on women's health and safety, action on ending gender-based violence, political action, finding your voice in the union, building power at work and preventing and dealing with harassment in the workplace.

See photos of the conference here



Wishing you a happy and healthy holiday!

Wishing Steelworkers and their families a joyful holiday season and all the best in 2025!

As we wrap up the year here at District 6, we're reflecting on everything we've achieved together. From negotiating strong contracts with better wages, benefits and pensions, to our successes in organizing, to addressing health and safety concerns, we've made real progress in improving workplaces and communities. When challenges arose, we stood firm to ensure our members got what they deserved. As we move into 2025, District 6 will continue to have your backs every step of the way!

A heartfelt thank you to everyone who contributed this year – whether by attending local union meetings, joining committees, ensuring health and safety is a priority, participating in organizing efforts or attending the District 6 Conference in St. John's. Your dedication has strengthened our union and made a difference for workers across the district.

Let's build on our success from 2024 with a renewed commitment to leaving no worker behind in 2025!

We wish you and your loved ones a happy, healthy holiday season and may the new year bring hope, strength and renewed energy for all that is ahead.



Kevon Stewart
District 6 Director

