

A MAGAZINE FOR MEMBERS OF THE UNITED STEELWORKERS

USW@Work

WINTER 2024-25

*District conferences
build the union*

Welcome new Steelworkers!

*Winning at the bargaining
table and the ballot box*

USW@Work | Winter 2024-25

Official publication of the
United Steelworkers union in Canada

David McCall, International President
Marty Warren, National Director for Canada
Scott Lunny, District 3 Director
Dominic Lemieux, District 5 Director
Kevon Stewart, District 6 Director
John Shinn, International Secretary-Treasurer
Emil Ramirez, International Vice-President (Administration)
Kevin Mapp, International Vice-President (Human Affairs)
Roxanne Brown, International Vice-President at Large
Luis Mendoza, International Vice-President

Editor and Department Leader:
Shannon Devine

Contributing Editors:
Reginald Albino, Brett Barden, Clairandree Cauchy,
Lorei Leigh De Los Reyes, Jocelyn Desjardins,
Kim Hume, Tarah Lemours, Daniel Mallette,
Mustapha Makri, François Soucy,
Denis St. Pierre, Arushana Sunderaeson, Meriem Yousfi

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

ON THE COVER:
USW members in District 6 visit the historic mining site on Bell Island, Newfoundland and Labrador, where, before all mines finally closed in 1966, the USW represented the miners.

MAIL PUBLICATION AGREEMENT
#40006737

RETURN UNDELIVERABLE CANADIAN ADDRESSES TO:
United Steelworkers Communications Department
234 Eglinton Avenue East, 8th Floor
Toronto, Ontario, Canada M4P 1K7

Join our online community of activists:

 [USWmetallo](#)  [uswmetallo](#)
 [SteelworkersCA](#)  [uswmetallo](#)

[USW.CA](http://usw.ca)

UNITED STEELWORKERS
USW
MÉTALLOS

Sharing union achievements

This past year, across every USW district in Canada, local union leaders, activists and staff have had the opportunity to come together to attend a district conference in District 3 or 6, or in the case of District 5, the Assemblée annuelle. Incredibly, District 5 brought over 500 Steelworkers together this year to celebrate the 60th edition of their annual general assembly. It has been my distinct pleasure to attend each of the district events.

At the conferences, delegates heard about how hard members of our union are working - both on the job and within our union, improving health and safety at work, negotiating top-notch collective agreements, leading strikes, developing meaningful approaches to reconciliation with Indigenous communities, including Indigenous Steelworkers, improving equity and fighting for good jobs as we face climate change head-on. I am always proud of our union and that is amplified by my time spent in the Canadian districts.

On the legislative front, the union has been working hard too: we have some important victories to show for it. We do this political work to make sure our members get what they need - to raise the floor when it comes to collective bargaining and make the economy and trade fairer too.

In late summer, the federal government announced it would finally impose tariffs on imported steel, aluminum and electric vehicles from China. Our union has been



USW National Director
Marty Warren speaking at
the District 6 conference
in St. John's, N.L.

at the forefront calling for tariffs to combat unfair trade practices from low-cost jurisdictions like China, where steel and aluminum are heavily subsidized by the government and where the labour and environmental standards are at times abysmally low.

Significantly, new tariffs are supported by the majority of Canadians - in a national poll by spark*insight, commissioned by Canada's steel and aluminum industry associations, 79% of Canadians supported the idea of the federal government imposing tariffs on steel, aluminum and electric vehicles imported into Canada from China, with the stated goal of supporting high-value Canadian jobs. In announcing the tariffs, the government clearly said the new measures were in support of good-quality steel and aluminum sector jobs here in Canada. This is a win for our union members in the sector and beyond.

Months before that, we also were successful in winning two important pieces of legislation: first the Sustainable Jobs Act (Bill C-50), which ensures worker involvement and transparency in the creation of sustainable new jobs in areas right across the country. Our union strongly pushed for this kind of worker involvement while decarbonize to maintain and create good jobs. We will continue to exercise influence however we can.

Crucially, we also won federal anti-scab legislation, which would ban the use of replacement workers in federally regulated workplaces (Bill C-58). The legislation will come into effect on June 1, 2025. Steelworker members have been involved in this fight for decades, because we know that when we go on strike or are locked out by the boss, it is bitterly unfair when replacement workers (scabs) are brought in. Particularly in small communities, the effects of that kind of dispute can last generations.

Friends, I want to thank you for your efforts on the job, in your union and in your community. As a union, we are proud to represent you and thank you for what you do.

I am wishing you and your loved ones a happy and safe year ahead in 2025.

In solidarity,



Marty Warren
USW National Director

Table of contents

District 6: We were ready and we did it!

Page 4

USW organizing successes

Page 5

Bargaining successes

Pages 6-7

USW District 3 Conference

Page 8

USW District 5 60th Annual Assembly

Pages 9

Sisters in solidarity

Page 10

Stand Up for Steel Conference

Page 11

Building knowledge and union strength

Page 12

Get reimbursed for family care expenses

Page 13

National Policy Conference resolutions

Page 14

Steelworkers Vote contributes to NDP victories in B.C. and Saskatchewan

Page 15

Protecting jobs and strengthening rights

Page 16

Workplace profiles: meet two Steelworkers!

Page 17

Justice Conference 2024

Pages 18-19

District 3 update: Better Work for Everybody!

Page 20

District 5 update: Standing up for migrant workers

Page 21

District 6 update: A year of wins and progress for USW District 6

Page 22

DISTRICT 6: WE WERE READY AND WE DID IT!

In July, District 6 assembled 450 members, staff and guests in St. John's, N.L., as part of the district's triennial conference. With the theme "We're Ready," the conference 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 across the union. Shelley Savoury, USW Local 1976-551 Unit President, acted as the conference's master of ceremonies, setting the tone with her local expertise.

In his keynote address, Sullivan emphasized how the theme connects to the work USW



USW leaders were made honorary Newfoundlanders and Labradorians through a traditional "screech-in."

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 and to give them the skills they need to carry out the work of our union."

Roxanne Brown, USW International Vice-President at Large, spoke about how the USW and the labour movement have won key fights, including a U.S. industrial policy never seen before, introduced by the Biden-Harris Administration.

"Our union has taken on equally significant longstanding fights

here in Canada and we've won - you've won. We've won by staying ready," said Brown. She congratulated delegates on the recent success of federal anti-scab legislation becoming law.

During the conference, members visited Bell Island to learn about the union's important labour history representing underground miners. 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.

Want to learn more about the conference? Visit usw.ca



Welcome to the Steelworkers!

USW organizing successes

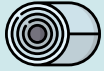
In September, 1,200 Paladin Security employees in Nova Scotia, New Brunswick and Newfoundland and Labrador joined the USW, reinforcing the Steelworkers' standing as *THE* union for security workers in Canada. Security workers represent the fastest-growing group within the USW, with tens of thousands of members across the country.

In Quebec, a province-wide USW campaign to organize road traffic control workers has resulted in a new Steelworkers local union with 1,000 members. The campaign is targeting another 3,000 workers in the sector, where health and safety is a major concern.

In every region of the country, in workplaces big and small, workers are joining the USW because of our strong track record on health and safety and negotiating better wages and working conditions. Workplaces where the USW has recently welcomed new members include:

- **Starbucks** (Kingsway Ave.), Edmonton
- **Winton Homes**, Prince George, B.C.
- **Parsons Inc.**, Faro Rehabilitation Mine Project, Yukon
- **University of Calgary Faculty Association**, Calgary
- **Cando Rail and Terminals**, Edmonton
- **Securitas Technology**, Port Coquitlam and Victoria, B.C.
- **Prisoners' Legal Services**, Burnaby, B.C.
- **McKinnon Sécurité**, Quebec City
- **Lafarge Canada Inc.**, Longueuil, Que.
- **Tremcar Inc.**, Montreal
- **Investigations R.K. Inc.**, Pointe-Claire, Que.
- **ACTRA**, Montreal
- **S3-K9 Inc.** (security), multiple Quebec cities
- **P'tits Maringouins** (child care), Matagami, Que.
- **Transport B.R.S. Inc.**, Salaberry-de-Valleyfield, Que.
- **Municipalité de Sainte-Victoire-de-Sorel**, Que.
- **Trimax Sécurité Inc.**, Montreal, Saint-Léonard, Que.
- **King Sécurité Inc.**, Trois-Rivières, Que.
- **Groupe Fordia Inc.**, Saint-Laurent, Que.
- **EPC Canada**, Yamachiche, Que.
- **Sécurité Mahikan**, Mashteuiatsh, Jonquière, Que.
- **Boulangerie Auger**, Saint-Jérôme, Que.
- **Thessalon First Nation**, Northern Ontario
- **Starbucks** (Pape and Danforth), Toronto
- **GardaWorld**, Halifax
- **Don Mills Retirement Home**, North York, Ont.
- **Canadian Brick**, Burlington, Ont.
- **GardaWorld** (Halifax Harbour Bridges), Halifax
- **Starbucks-Indigo**, Kitchener, Ont.
- **Uptown Waterloo Starbucks**, Waterloo, Ont.
- **Timmins and District Hospital**, Timmins, Ont.
- **Columbia Forest Products**, Kitchener, Ont.
- **Township of Fauquier-Strickland**, Ont.

Thousands of USW members across Canada recently negotiated strong collective agreements that protect health and safety, improve wages, benefits and working conditions, and ensure more respectful workplaces. These settlements include:



Local 9490 • Aluminum workers won't be foiled, wrap up shiny new contract

With pension and wage issues previously settled, members at Rio Tinto's aluminum smelter in Alma, Que., negotiated a "historic" array of contract gains on vacations, paid leave, shift premiums, on-call pay, benefits, more day-time jobs, trades workers' pay, holiday pay, a letter of intent to hire more women in the workplace and much more.



Local 6166 • Hardrock miners get a little boulder, ore-chestrate monetary gains

Members at Vale's mining operations in Thompson, Man., negotiated a four-year agreement providing general wage increases totalling 10.5%, additional cost-of-living allowances and ratification bonuses of \$4,000. The contract improves pensions and benefits and adds the National Day for Truth and Reconciliation (Sept. 30) as a paid holiday.



Local 2918 • Defence contractor's workforce wins battle for uniform pay rates

A nine-week strike by members at IMT Defence in Ingersoll, Ont., led to a major victory - eliminating a two-tier wage system. The four-year deal raises wages by 9%, with adjustments of several thousand dollars for many members. A new weekend work provision includes a full week's pay for two 12-hour shifts, while benefits, shift premiums and safety boot allowances are improved.



Local 2004 • Railway workers choo-choose a-track-tive contract

Some 3,000 workers who inspect, maintain and repair CN Rail's track, bridges and infrastructure across Canada ratified a three-year agreement with general wage increases totalling 9% and adjustments of up to 7.5% for some classifications. Members also made gains on travel expense coverage, benefits, and various allowances and shift premiums.



Local 2894 • Automotive workers drive a hard bargain

The 680 members at auto parts maker Tenneco Automotive in Cambridge, Ont., reached a three-year agreement featuring total wage hikes of 10.5%, increased contributions to their Steelworkers Pension Plan, higher shift premiums, and improved benefits and vacation entitlements.



Local 7065 • Hotel workers hit the suite spot to win better conditions

Members at the hotel Le Manoir in Baie-Comeau, Que., negotiated total wage increases of 23% over five years as well as cost-of-living protections. The new contract improves provisions on overtime and the phased retirement program, increases job trainers' premiums, adds a stat holiday and raises the employer's pension contributions.



Local 8914 • Uranium workers' new deal radiates positive elements

General wage hikes of 12%, including 18 months of retroactive pay, as well as additional increases in several classifications highlight a three-year deal for members at the Cameco uranium mining and milling operations at McArthur River and Key Lake, Sask. Numerous improvements were achieved on benefits, premiums and language, including a 100% wage top-up for up to 21 weeks of parental leave.



Local 12691 • Chemical workers find ingredients to new contract formula

A three-year deal for workers at Lanxess, an industrial chemicals manufacturing plant in Elmira, Ont., provides wage increases of 12%, increased shift and weekend premiums, and improvements to vacations, pensions and vision care, paramedical, orthodontics and life insurance benefits.



Local 6254 • No pier pressure, port workers seas the day

A five-year deal for seaport workers at the Société ferroviaire et portuaire de Pointe-Noire in Sept-Îles, Que., provides total wage hikes of 32%, not including additional raises made possible with an improved cost-of-living formula. The contract improves pensions, vacation entitlement and paid sick days and introduces a new stat holiday.



Local 4297 • Producers of engine silencers make some noise at bargaining table

Members at Miratech, a Winnipeg manufacturer of noise-reducing silencers for stationary industrial engines, ratified a three-year agreement with total wage hikes of 10% and new language to facilitate progression to top pay rates. The contract features improvements to pensions, benefits and safety boot allowances and new language to support the Steelworkers Humanity Fund.



Local 9597-34 • Security guards lock down fair deal

A two-week strike for better pay, waged by Logixx Security employees at the world's largest salt mine in Goderich, Ont., achieved a 9.9% wage increase over two years. They also won improved sick leave, reimbursement for licensing-related costs, new leave provisions for traditional Indigenous practices and language to commemorate Dec. 6, the National Day of Remembrance and Action on Violence Against Women.



Locals 7106 and 9338 • Manitoba mining members make multiple meliorations

Workers at Hudbay Minerals operations in Snow Lake and Flin Flon, Man., reached a three-year deal with total wage increases of 13%, a \$1,600 ratification bonus, improvements to pensions, benefits, travel allowances and contract language, as well as the creation of two new union safety positions.



Local 9224 • Wage gains crystalize a gem of a contract for quartz miners

An immediate 8% wage hike set the stage for total increases of up to 27% over five years for workers at the Sitec quartz mine in Saint-Urbain, Que. Expanding the wage grid provides an additional 5% increase for many employees, and the agreement calls for a significant increase in the employer's contribution to the pension plan.

USW District 3 Conference: Better Work for Everybody



The USW District 3 Conference took place in Winnipeg from Oct. 28-31, 2024, bringing together more than 300 union leaders, delegates, staff and guests from across Western Canada and the northern territories. With the theme "Better Work for Everybody," the conference included workshops, debates, panels and speeches aimed at improving the working lives of members.

The conference opened with an Indigenous blessing from Elder Eric Flett, who highlighted the shared values between trade unionism and Indigenous cultures.

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.

USW International President Dave McCall attended his first USW District 3 conference and encouraged delegates to stay close to members' concerns, especially when engaging in politics.

Manitoba Premier Wab Kinew discussed his first year in office and highlighted his government's Bill 37, which includes a ban on replacement workers and card-check certification. Both measures are seen as significant advancements for workers' rights in union organizing.

USW National Director Marty Warren spoke on the importance of politics when it comes to worker protections, jobs and the economy. He also highlighted the important work the union has been doing on trade and procurement.

District 3 Health and Safety Co-ordinator Ed Kent also addressed the delegates talking about workplace bullying and harassment, honouring members lost since the last conference and presented the "Make Shit Better!" campaign to provide safe and accessible washrooms in all workplaces.

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.

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.

District 3 Director Scott Lunny; Wab Kinew, Premier of Manitoba, speaking at the District 3 conference in Winnipeg.



Steelworkers change the world: the 60th Annual Assembly in Quebec

The 60th Annual Assembly of District 5 Steelworkers, held from Nov. 20-22, 2024, in Jonquière, Que., brought together more than 500 delegates, staff and guests from across Quebec under the theme "Steelworkers Change the World." The event celebrated decades of solidarity, struggles and victories, while highlighting current issues facing workers.

Inspiring speeches by Dominic Lemieux, District 5 Director, and Nicolas Lapierre, Assistant to the Quebec Director, set the tone for the assembly, followed by those of Marty Warren, National Director, and Magali Picard, President of the Fédération des travailleurs et travailleuses du Québec (the Quebec Federation of Labour). These speeches all recalled the impact of the Steelworkers' union actions on its members, their workplaces and their communities.

"Steelworkers change the world. Our history continues to be written today, in every battle we fight. You are, without realizing it, writing history in everything you do within our union," said Nicolas Lapierre in his opening address to delegates.

"My first annual meeting was in 2002, after a strike at Stelco, which offered us a lower pension plan, because they said the cost of living was lower in Quebec. We went on strike for six months to get the same benefits. That's when I got involved with the Steelworkers," recalls Dominic Lemieux.

Among the highlights of the meeting was the "From Yesterday to Tomorrow" round table, featuring four former USW Quebec directors, which explored the history, evolution and actions of the union through the decades. Presentations provided food for thought, while poignant testimonials revisited six landmark union fights of the past decade.

The 60th Annual Meeting was a great success. It demonstrated the Steelworkers' commitment to unity, resilience and solidarity, and confirmed their determination to continue changing the world.



District 5 Director Dominic Lemieux speaks from the podium on the first day of the annual assembly.

Sisters in solidarity

USW delegation strengthens ties with South American workers



Members of the Steelworkers Humanity Fund Women's Delegation to South America attend a graduation ceremony for Peruvian unionized workers pursuing labour education (top); with Bolivian mining workers (middle); and with the National Mining Union Federation and Bolivian Labour Minister, Veronica Navia (bottom).

The Steelworkers Humanity Fund's Women's Delegation to South America had an opportunity to foster solidarity and learning among union women from three countries. The delegation, which included three Canadian USW delegates, travelled to Lima, Peru and La Paz, Bolivia, to engage with unions, labour federations and women's organizations.

"This experience has been very enriching. We may be from different countries, but the delegation showed the importance of mobilizing and, above all, that education about our rights and union is essential," said Krystelle Lévesque-Leclerc from USW Local 9508 in Port-Cartier, Que. (District 5).

The delegation landed in Peru and attended a graduation ceremony for 80 participants, many of them women, who had completed a labour education program funded by the Steelworkers Humanity Fund. There were heartfelt testimonies about their struggles and triumphs in the face of anti-worker policies.

In Bolivia, the delegation witnessed the rich cultural traditions of mining communities, participated in a sacred fire ceremony and learned about the significance of coca leaves for the Andean people. The group met with women miners and government leaders who broke barriers and challenged stereotypes. Their courage and determination were inspiring.

The Canadian delegation included the participation of Indigenous union members representing Inuit in Labrador and West Coast communities.

"Women mining workers in South America benefit from training activities supported by the Humanity Fund. This work has a far-reaching influence on the improvement of workers. I was honoured to be a part of this women's delegation and represent our union," said Julia McKay, USW Indigenous Engagement Co-ordinator for District 3.

The Steelworkers Humanity Fund is proud to be part of a movement that supports women and is grateful to those who welcomed us and shared their stories.

usw.ca/humanityfund

STAND UP FOR STEEL CONFERENCE

Defending Canada's industry, jobs and communities

In early June, over 60 delegates from USW steel industry locals gathered in Ottawa for the Stand Up for Steel Conference. This event brought together Steelworkers from across the country to share the issues they face in their workplaces and to advocate for policies that protect Canadian steel jobs, defend the domestic industry and strengthen communities reliant on steel production.

Throughout the day, delegates addressed the urgent challenges facing Canada's steel sector. They discussed the rise of low-cost steel imports from foreign producers, particularly from countries where workers face poor labour conditions, which unfairly undercuts Canadian production. Delegates emphasized the need for decisive action on trade enforcement and stronger border tariffs to prevent the flood of unfairly priced imports that jeopardize Canadian jobs and weaken local economies.

The next day, delegates met with Canadian lawmakers to present their case for policies that will ensure a strong and sustainable steel industry

within Canada. High on the agenda were calls for policies that prioritize domestically produced steel for infrastructure projects. Delegates also urged legislators to implement carbon adjustment at borders and to expand the Canada Border Services Agency's capacity to identify unfair steel trade.

USW National Director Marty Warren praised the delegates for sharing their stories and making clear the value of steel production to Canadian communities. "When we stand up for steel, we're standing up for the people and the future of the Canadian steel industry," Warren stated. "Our voices reinforce our union's dedication to fair trade and to protecting good union jobs for generations to come."

The Stand Up for Steel Conference highlighted the USW's commitment to advocating for a resilient, sustainable and fair steel industry across Canada.

Find out more:

usw.ca/standupforsteel



Steelworkers take to Parliament Hill as part of the Stand Up for Steel conference.

Building knowledge and union strength

The United Steelworkers union schools have a rich legacy of learning and empowerment. Each year, members and facilitators gather to exchange skills and experiences, strengthening both their knowledge and commitment to union values. These schools build a network of informed members, equipped to educate and mobilize others within their locals.

"We work hard to make all our courses great experiences for members, but the spring and fall schools are definitely special. Multiple courses run simultaneously, and everyone's together all week. Besides classroom learning, members network and create lifelong friendships," said Adriane Paavo, Leader of the USW Education and Equality Department.

Earlier this year, District 6 held its Spring School in Collingwood, Ont., bringing together dozens of members from across the district for a week of in-depth courses.

Rudolph Ramsunhai, from Local 1-500 in Brantford, Ont., attended the school for the second time after finding last year's "Bargaining to Win" course very useful.

"I've already started using what I've learned at the bargaining table and within my local, and I'm encouraging others to step up and get younger members more involved," Rudolph shared.

In September, members from District 3 gathered in Cranbrook, B.C., for the District 3 Fall School, where they attended courses on bargaining, leadership, grievance handling and more. Brittany



USW members at the District 3 Summer School in Cranbrook, B.C.

Cardinal, a Telus worker from Local 1944, Unit 208, attended for the first time. She felt inspired by the supportive atmosphere and the strong women in leadership roles.

"Every day I was learning something new and seeing other paths I can take through the union," Brittany said. "I am still new, but eager to keep learning and growing."

The success of these schools relies on a team of skilled facilitators.

"My approach is assessing the audience, using a flexible approach, creating inclusive content and encouraging peer-to-peer learning," said Lisa McCaig, a facilitator from Local 8748 (District 6).

According to Dannel Pickering, a facilitator from Local 5917 (District 3), it's essential to create a safe learning space where people feel heard, respected and at ease engaging in conversations.



Get reimbursed for family care expenses

You would think that Sean Staddon is too busy to be involved in the union. He and his wife both work full-time and have two kids, aged seven and nine, both with autism.

Yet Sean is Co-chair of the USW District 6 Political Action Committee (PAC), Chair of the Local 6500 PAC, a Guard on the Local 6500 Executive and is a full-time WSIB officer with the local.

Staddon asks his babysitter, Miika, to look after the kids when his wife is busy working so he can go to meetings or union events. Bonus: the family gets reimbursed for the care costs.

That's what the Family Care Reimbursement Program through the USW Family and Community Education Fund (FCEF) is for.

"We check in advance to see if our caregiver is available, and if she is, we book her and submit our receipts," said Staddon. "It means participating in our union is not a financial burden."

If your local union is contributing to the FCEF, you are eligible for the Family Care Reimbursement Program and can get paid back for additional costs

like child care while you are attending authorized union events.

"My wife is a nurse and works evenings. I look after the kids in the mornings. When we're both busy, we can book Miika for extra time and get involved in union-related volunteering," said Staddon.

Getting reimbursed is fast and simple. Simply pay the care worker, get a receipt and submit the forms. The FCEF sends a cheque.

Bobby-jo Elliot is also a Local 6500 member and active with the Women of Steel Committee. She's a development miner at Vale and works underground.

"I heard about the program through NextGen. I'm a single mom of two girls (ages eight and 10) and I needed help to attend a NextGen conference in Pittsburgh. My sister was willing to be with my kids and I was reimbursed for what I paid," said Bobby-jo.

"We need more members active. This program makes it less of a hassle for people to get involved in union activities," said Bobby-jo.

More info: usw.ca/fcef



Caregiver Miika with Sean Staddon's son Chaz.



Bobby-jo Elliott with her daughters.

National Policy Conference resolutions: shaping our future

At the 55th USW National Policy Conference in Toronto in April 2023, Steelworkers activists from across the country adopted dozens of resolutions to shape our union's policies for improving the working and living standards of our members and all workers.

Following the conference, USW leaders, staff and activists have been working diligently to implement these resolutions. This work affects issues ranging from Indigenous engagement and reconciliation; health and safety; fair trade and sustainable jobs; and strengthening human rights and labour solidarity around the globe. Examples include:

*** Responding to several resolutions related to trade, the economy and workers' rights, our union ramped up our political advocacy, demanding action to combat unfair trade, to create a national industrial strategy, to defend key industries and create sustainable jobs, and to strengthen collective bargaining power. These efforts have led to successes that include:**

- A new federal anti-scab law, benefiting tens of thousands of Steelworkers and hundreds of thousands of other workers.
- Many USW victories in unfair trade cases; the imposition of new tariffs on imports of steel, aluminum and electric vehicles from China; and new "melt-and-pour" regulations to prevent illegal dumping of foreign products in our markets.
- Expanding our Stand Up for Steel campaign (see related article on page 11).
- Building solidarity with Mexican trade unionists, including filing a CUSMA rapid response complaint alleging anti-union actions by a Canadian mining company.

*** Progress also has been made on several resolutions aimed at engaging and empowering our union's Indigenous members and advancing our work on reconciliation with Indigenous peoples in Canada:**

- Creating the USW Indigenous Engagement Guide, a new resource to help local unions engage and build respectful relationships with

our Indigenous members and with Indigenous nations and communities.

- Extending the USW Indigenous Engagement Co-ordinators pilot project.
- Expanding our Unionism on Turtle Island course across the country.

*** Our work in response to resolutions on issues affecting USW women and other equity-seeking groups includes:**

- Expanding the groundbreaking national campaign, Raising the Bar on Women's Health and Safety.
- Creating and supporting the USW Women in Industry Network.
- Expertise and support to local unions to develop pay equity plans in response to federal legislation.
- Supporting and empowering the USW National Anti-Racism Committee and creating the USW Steel Pride Working Group.

Our union remains committed to implementing the ambitious policy agenda set out by our members.



USW delegates raise their voting cards at the USW National Policy Conference.

Steelworkers Vote contributes to NDP victories in B.C. and Saskatchewan

Recent elections in British Columbia and Saskatchewan saw the NDP hold onto power in B.C. and dramatically add to its seat count in Saskatchewan.

Steelworkers participated in both elections through our Steelworkers Vote political action program.

In B.C., where Premier David Eby and the BC NDP won re-election, the USW held Steelworkers Vote election schools in Langley as well as in Burnaby. Steelworkers also participated in member-to-member outreach in Langley, Surrey, Ladysmith-Oceanside and in Vernon-Lumby.

“The USW is 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 USW District 3 Director Scott Lunny.

In Saskatchewan, NDP Leader Carla Beck, a staunch supporter of the Steelworkers along with our jobs and industries, grew her caucus to 27 Members of Legislative Assembly elected, up from 14, sweeping Regina and Saskatoon.

While the right-wing Saskatchewan Party won its fifth straight majority government, the third for



BC NDP Premier David Eby with USW District 3 Director Scott Lunny during a recording of the Strong as Steel podcast.

Sask Party leader Scott Moe, its current 34 seats represent a reduction of eight seats from the 42 it held prior to the election.

Steelworkers Vote schools were held in Regina and Saskatoon, where dozens of USW members volunteered for local NDP candidates, helping win new seats for the Saskatchewan NDP.

At the schools, USW members learn practical campaign skills while making the connection between what happens at the bargaining table and in the halls of legislatures.

Both Premier Eby and Carla Beck joined Director Lunny for his Strong as Steel Podcast for special election editions. Listen to them at usw.ca/d3podcast.



Steelworkers Vote volunteers outside the Steelworkers Hall in Saskatoon.

Protecting jobs and strengthening rights: recent Steelworker legislative successes

At the time of writing, the House of Commons has been paralyzed by the tactics of Conservative Leader Pierre Poilievre and his party's tactics to force an early election. This period is also marked by greater instability. While the Liberal-NDP deal is now a thing of the past, despite the political turbulence, the last few months have been marked by historic federal developments for USW members and the wider labour movement.

The adoption of anti-scab legislation for federally regulated workers is a historic victory. This law, which will come into force in June 2025, will prohibit the use of scabs during labour disputes, thus preventing disputes from dragging on unnecessarily.

The Sustainable Jobs Act was also passed, guaranteeing workers a seat at the table to guide the transition to a more sustainable economy.

Another major win was the implementation of tariffs on Chinese steel and aluminum, strengthening protections for Canadian jobs and curbing the dumping of cheap, foreign-produced metals that threaten our industries protecting domestic industries from unfair trade practices. The USW's advocacy ensured these tariffs extended beyond electric vehicles and batteries, protecting our members' jobs in the steel and aluminum sectors.

Similarly, our "Stand Up for Steel" conference last June followed by a successful lobby day led to significant progress on the "melt-and-pour" issue, advocating for stricter regulations to ensure products labeled as made in Canada are genuinely produced domestically.

The USW will continue to stand firm in advocating for legislative measures that favor our members and Canadian workers.



WORKPLACE PROFILES



Steelworkers in Forestry

Brandon Nicholson

*BFP Technician, Weyerhaeuser
USW Local 1-184, Prince Albert, Sask.*

For Brandon, forestry isn't just a career - it's a family legacy. His great-great-grandfather's work in local mills set the stage for generations of his family in the forestry industry. Growing up, Brandon saw forestry as one of the few stable, rewarding career paths in his area. When a position at Weyerhaeuser opened up, offering union membership, year-round stability and strong benefits, he knew it was the right fit.

In his role as a BFP Technician, Brandon faces the daily challenge of monitoring and adjusting countless moving parts to keep operations running smoothly and safely. He finds satisfaction in tackling complex issues and takes pride in maintaining strict safety protocols, especially given the high risks of fire and explosion in his work environment.

The USW plays a critical role in Brandon's workplace. Brandon's advice for anyone entering forestry is clear: prioritize safety. In such a demanding industry, he encourages newcomers to stay proactive, ask questions and maintain a safety-focused mindset.



Steelworkers in Nuclear

Nadia Crystal

*Local Union President, BWXT Canada
USW Local 2859, Cambridge, Ont.*

Nadia joined the nuclear industry for its positive impact on energy and health care. She views nuclear energy as a safe, reliable, low-carbon solution, with benefits across many fields, especially in medicine.

As Local 2859 President, Nadia values advocating for her coworkers' rights and tackling daily challenges. She enjoys the continuous learning her role offers and works closely with union members to address issues and improve workplace conditions. A challenge she faces is proving herself as an equal in a male-dominated field.

The USW has greatly influenced Nadia's work, securing better wages, job security and high safety standards. Her local was among the first to secure a full-time health and safety representative in the region, which was vital for enforcing safety protocols. The union has also equipped Nadia with leadership, communication and negotiation skills essential to her role. For those entering the nuclear field, Nadia recommends building strong communication skills and maintaining a work-life balance to thrive in this demanding industry.

JUSTICE 2024

OCTOBER 2-4 OCTOBRE 2024 • GATINEAU (QUÉBEC)

USW NATIONAL HEALTH, SAFETY, ENVIRONMENT AND HUMAN RIGHTS CONFERENCE

Hundreds of USW delegates gathered in Gatineau, Que., in October for the USW National health safety, environment and human rights conference, known as Justice 2024.

The conference started with a moving blessing by Claudette Commanda, an Algonquin Elder, Indigenous rights activist and University of Ottawa Chancellor.

“Without justice, will there be healing, will there be equity? Without justice, will there be a good day and a better day tomorrow, in the future?” asked Commanda. “Keep on working for justice. Keep on doing that good work.”

Quebec Director Dominic Lemieux spoke about having a broad understanding of the concept of justice, including extending our union militancy to the issue of temporary foreign workers, who are often exploited and have little hope of becoming permanent residents and citizens.

USW National Director Marty Warren provided an overview of key health and safety, environment and human rights initiatives across the union, including the revamped Stop the Killing, Enforce the Law campaign, the Raising the Bar on Women’s Health



“The local at Elliot Lake knew that something was going on. Members were dying in numbers far greater than they should have been, by any stretch of the imagination. At three times the rate of the regular population.” - John Perquin, Retired Assistant to the International Secretary-Treasurer.

and Safety campaign, the National Anti-Racism Committee, the National Indigenous Committee and the National Steel Pride working group.

“Some of the most complex and challenging work that we face as justice activists is related to the climate and environmental problems that are becoming more pressing each day,” said Warren.

“We can’t shy away from these challenges and that’s why our union is at the forefront of the intersection



“It was when I realized at the age of 12 why my Wendat aunts were losing their Aboriginal status – because they had married non-Aboriginals, while my non-Aboriginal mother could live in Wendake – that I understood what discrimination was.” – Magali Picard, President of Quebec Federation of Labour.

between decarbonization and good jobs. We know we can have a future with good resource and manufacturing jobs, while we build a cleaner and sustainable economy.”

A vital part of the conference was the emphasis on continuing to work on the Stop the Killing campaign, including hearing from local union leaders whose workplaces have been sites of occupational fatalities, such as the explosion at the Come By Chance refinery in Newfoundland that left one member dead and several others badly injured, the devastating Lakeland and Babine sawmill explosions in B.C. where a fatal explosion and fire ripped through the mill, killing and injuring members and National Steel Car in Hamilton, where three members were killed on the job in 21 months.

In addition to the plenary session, conference delegates participated in informative skills-building workshops.

On the closing day, participants heard from District 3 Indigenous Engagement Co-ordinator Julia McKay on the National Day of Action on Missing and Murdered Indigenous Women and Girls (October 4), joined by Jason Prokopchuk (Local 7689), Jean-Yves Couture, District 5 staff representative, and Dan Bertrand (Local 6500).

Members of the National Anti-Racism Committee and the Steel Pride Working Group presented, and the new Human Rights Committee was unveiled. The union’s international constitution mandates local union Human Rights Committees.

The conference concluded with a look back at 50 years since the influential Elliot Lake wildcat strike in northern Ontario.

Whether it comes to health and safety, homophobia, transphobia, anti-Black, anti-Indigenous or any other form of racism, an injury to one is an injury to all!

Find photos from Justice 2024 at: usw.ca/photos



“We can see how everyone plays a part in the work of anti-racism. The key to engaging in anti-racism work is not comfort, my friends. It is bravery.” – Kassandra Cordero, USW Local 2009.

District 3 Update



Better Work for Everybody!

That was the theme of the recent District 3 Conference. Over 300 USW members, activists, staff and guests came together in Winnipeg from Oct. 28-31. It was a great success – melding speeches, panels, workshops, social functions, caucuses, committee meetings and even some labour history and trivia!

Better Work for Everybody is a demand and it's a promise from our union. It is both immediate and aspirational. It is an expression of our values and our hard work as Steelworkers over the years: to make life better through organizing, bargaining, enforcing our contracts, fighting for healthier and safe workplaces and more livable communities. It expresses our desire to educate union members, engage in legislative and political action and participate in our communities to achieve better for workers; better for everybody.

I'm so proud of the work we do in District 3, often in the face of aggressive employers, anti-worker governments, challenging markets and unfair trade. We achieve so much with and because we are together, as Steelworkers.

As our International President Dave McCall said to the delegates at the conference, our union prevails in spite of many challenges because of our values, our commitment to democracy and our unfaltering determination. The recent elections in B.C. and Saskatchewan are a case in point.

USW members from all industries and all walks of life participated in Steelworkers Vote, learning about the political process and putting boots on the ground in both elections. It wasn't about polls and partisanship. It was to make sure that workers' voices, Steelworkers' voices, were heard. We're pleased with the results in both provinces, not because of which party won, but because we raised our issues and delivered on the promise that Steelworkers vote!

Finally, I want to thank all USW members, everywhere, for what you do to make work and life better: in your workplace, in your community, in your province and across our country. What you do makes a difference. You make a difference.

So, let's keep working; let's keep fighting; and let's make Better Work for Everybody.

In solidarity,

A handwritten signature in black ink that reads "Scott".

Scott Lunny
USW District 3 Director

USW International President
Dave McCall addresses delegates
at the District 3 Conference.



District 5 Update



Standing up for migrant workers

In a report published this summer, United Nations' Special Rapporteur Tomoya Obokata denounced Canada's Temporary Foreign Worker Program (TFWP), likening it to modern-day slavery. He also called for better access to permanent residency (which leads to citizenship) for migrant workers.

These migrant workers are increasingly numerous among our members in USW locals, factories, hotels and retirement homes. More than ever, these workers need their union's help.

The current TFWP blocks temporary migrant workers from enjoying the same rights as others, let alone exercising them. These workers must depend on their employers and government to renew their permits. They often live apart from their families, cannot work for an employer other than the one identified on their work permit, are more vulnerable to layoffs and often spend vast sums of money to come to Canada.

Temporary migrant workers in Quebec experience immense stress, compounded by language challenges, difficulty in accessing French-language courses, the risk of injury and real fears about permit renewal, racism and arbitrary behaviour by bosses.

The labour shortage is here to stay, despite the recent economic slowdown. Companies in our regions likely will continue to need workers from elsewhere. These needs are permanent, not temporary. The jobs are permanent. Workers recruited from abroad, who are needed in our workplaces, must therefore also have permanent resident status.

As a union, we're leading the battle so that our members, who are temporary foreign workers today, can be full-fledged citizens tomorrow. At every step along the way, their union must be there for them.

Supporting our members who are temporary migrant workers, defending their rights and focusing our attention on their situation will help us renew and revise our practices and better understand the challenges facing Quebec today and in the future.

In solidarity,

Dominic Lemieux
USW District 5 Director

Mouloud Idir, right, who leads a program launched by Quebec Steelworkers to better represent migrant workers, meets with Ahmed Arfaoui, of Tunisian origin, who works at the Powercast castings plant in Montreal.



District 6 Update



A year of wins and progress for USW District 6

As the new USW District 6 Director, I am honoured to share our significant achievements over the past year. Our collective efforts have strengthened our organizing initiatives and led to notable bargaining successes that advance workers' rights across Ontario and the Atlantic provinces.

A highlight of our bargaining victories was at IMT Defence in Ingersoll, Ont., where over 200 members engaged in a nine-week strike. This strike eliminated the two-tier wage system and secured general wage increases of nine per cent over the four years. This achievement sets a powerful precedent for future negotiations. Similarly, our members at Tenneco Automotive in Cambridge, Ont., reached a three-year agreement that brought total wage hikes of 10.5%, increased contributions to the Steelworkers' Pension Plan, enhanced benefits, including vacation entitlement and health coverage.

This year, we also successfully unfroze the Cost-of-Living Adjustment (COLA) language at Magellan Aerospace, a critical win after years of stagnation. This ensures our members' wages keep pace with inflation, safeguarding their purchasing power. Our recent bargaining efforts have led to substantial pension improvements, enhancing financial security for our members as they approach retirement.

The Logixx security guards' strike in Goderich, Ont., during which they achieved a 9.9% wage increase over the next two years. It also includes improved sick leave provisions and new leave options for traditional Indigenous practices, demonstrates our unwavering commitment to inclusivity and respect for all workers. Lastly, workers at the Starbucks Uptown Waterloo location secured a historic collective agreement. This success sets a powerful standard, with many other Starbucks locations nationwide preparing to follow suit.

Our committees have tirelessly promoted equity, diversity and workers' rights, driving meaningful community changes. The annual spring school has equipped members with essential skills, reinforcing our resilience in an ever-changing labour landscape.

As we look ahead to 2025, we are committed to building on this foundation, expanding our organizing capacity and fortifying our advocacy for workers' rights across Ontario and the Atlantic provinces. Together, we are shaping a fairer, stronger future for all.

In solidarity,

A handwritten signature in black ink, appearing to read "Kevon Stewart". The signature is fluid and cursive.

Kevon Stewart
USW District 6 Director

Members of USW Local 2918 of IMT Defence in Ingersoll, Ont., held a solidarity BBQ on a nine-week strike before members voted on a tentative agreement.

