

# Unite



A newsletter for United Steelworkers in District 3 – Western Canada and the Territories

March 2025



## Standing strong to protect our jobs

Tariffs, trade and Trump - these are the biggest issues facing many of our members today.

The recent imposition of U.S. tariffs on Canadian exports represents a direct attack on Canadian workers and industries. These measures threaten thousands of jobs, disrupt vital supply chains and undermine decades of economic cooperation. Our union is actively fighting these tariffs by advocating for strong and immediate responses from the federal government, including retaliatory measures and support for affected workers.

USW International President David McCall said it best when he said that "Canadian and American workers are not in competition - we build goods together," highlighting the interconnectedness of our economies. We must stand united against these reckless attacks.

For over 85 years, our union has endured because we fight, we stand up for what's right, and we do it together across Canada, the U.S. and the world.

We organize, bargain and build political power to protect our members, families and communities.

Right now, we're pushing back against Trump's tariffs. In B.C. and Manitoba, we're making political progress with stronger labour laws, including card check certification and anti-scab protections. We're also working to improve health

and safety regulations. I'm glad to have NDP governments under David Eby and Wab Kinew as both are leaders who listen to workers and act in their best interests.

On the organizing front, we've welcomed new members from Starbucks Alder Crossing, Pacific Energy, Environmental 360 Solutions Ltd., Norcan Fluid Power Ltd. and Kootenay Savings Credit Union. Our organizers continue their hard work across District 3 with many organizing drives currently underway.

In bargaining, our staff representatives are negotiating many agreements, including recent wins at the University of Victoria Students' Society, Nexans Canada, TenarisShawcor, Ancast Industries Ltd., BC Federation of Labour and Kin Village.

As we secure workplace gains, I urge members to participate in the federal election. We need to ensure workers' voices are heard and elect MPs who will fight against devastating tariffs and attacks on our jobs.

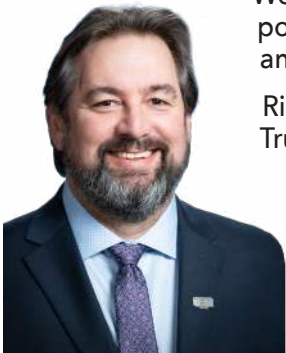
Thank you to our members, locals and staff for strengthening our union and improving lives in our communities. Be proud of what we've accomplished and what we'll continue to do to protect good jobs.

In solidarity,

Scott Lunny  
USW District 3 Director

Follow Scott Lunny

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# MARK YOUR CALENDARS

April 7-10, 2025  
**USW Convention 2025**  
Las Vegas

April 15-17, 2025  
**Steelworkers Vote**  
Online Course

April 22-25, 2025  
**Steelworkers Vote**  
Edmonton

April 24-27, 2025  
**Alberta Federation of Labour Convention**  
Edmonton

April 28, 2025  
**Federal election**

April 28, 2025  
**Day of Mourning**

May 2-4, 2025  
**Alberta NDP Convention**  
Edmonton

May 14, 2025  
**Saskatoon Women of Steel**  
**Westray film screening**  
Saskatoon

May 22-24, 2025  
**BCFED Regional Conference**  
Kelowna, B.C.

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

# FIGHTING BACK AGAINST TRUMP TARIFFS

## USW vows to fight back as Trump's trade war now targets steel jobs

USW is denouncing the latest escalation in Donald Trump's reckless trade war as the U.S. government imposes devastating 50% tariffs on U.S. imports of steel and aluminum from Canada. These measures, effective after midnight on March 12, threaten the existence of the Canadian steel industry and thousands of Canadian jobs, disrupt vital supply chains and further undermine North American manufacturing.

"These tariffs are nothing less than a potential industry killer," said Marty Warren, USW National Director for Canada. "It's an economic attack on workers and our economic sovereignty. Trump's protectionist charade is not about helping American workers but

about using them as political pawns while jeopardizing jobs on both sides of the border. Canadian steel and aluminum workers will not be intimidated. We are ready to fight back and we will.

The new measures, which extend to downstream products containing non-U.S. steel and aluminum, come on top of previous tariffs that have already placed massive strains on Canadian industry. While the existing tariffs are temporarily paused until April 2, if they take effect as planned, these combined tariffs will amount to a staggering 75% on steel and 60% on aluminum, creating an economic chokehold that could devastate entire communities reliant on these industries. Full release: [usw.to/5ax](http://usw.to/5ax)

# Welcome

to our new members from  
**Pacific Energy**  
Duncan, B.C.



# STRONG AS STEEL PODCAST



SCAN TO LISTEN!



[usw.ca/d3podcast](http://usw.ca/d3podcast)



# Canada must hit back hard against Trump's tariffs

USW is stepping up its fight against U.S. President Donald Trump's sweeping tariffs on Canadian exports.

"These tariffs are a direct assault on Canadian workers and the federal government must act decisively," said Marty Warren, USW Canadian National Director. "We need strong and immediate responses from the federal government, both in terms of retaliatory measures and support for workers who could and will be affected by the U.S. president's harmful policies. We also need to start reviewing our industrial policies now to reduce our dependence on the U.S., starting with domestic

procurement policies for projects financed with public money. Canada cannot afford to hesitate - we must send a clear message: we will not be intimidated."

The Canadian Steelworkers are not alone in this struggle and the union is also fighting these tariffs on the other side of the border, where American workers and industries will also feel the effects. USW International President David McCall has made it clear that "Canadian and American workers are not in competition - we build goods together."

USW District 3 Director Scott Lunny is calling on provincial governments

to step up with direct support for affected workers and businesses alongside federal action.

"Provinces have a role to play in ensuring that workers impacted by tariffs and tariff threats are not left behind," said Lunny. "That means leveraging provincial procurement rules to prioritize Canadian-made products, working with affected industries to mitigate the fallout and strengthening worker protections. Provinces have to support the federal government and keep the pressure on until the threat of tariffs from Trump are off the table."

Full release: [usw.to/5ay](https://usw.to/5ay)

**TRUMP TARIFFS**  
What you need to know!

UNITED STEELWORKERS  
**USW**  
MÉTALLOS

FIGHTING BACK AGAINST TRUMP  
**TARIFFS**

## WHAT ARE TARIFFS?

A tariff is a tax imposed by the government on goods being imported to or exported from a country. On goods coming into the country, the importer (whether it be a business, organization or level of government) is responsible for paying the tariff.

## WHY ARE TARIFFS USED?

- Tariffs have historically been used to raise revenue for governments.
- Tariffs protect domestic industries from unfair foreign competition or support key sectors.
- Tariffs can also serve as a negotiating tool or leverage in trade talks.

## U.S. TARIFFS ON CANADA

- In February 2025, Donald Trump threatened a 25% tariff on most Canadian imports (10% on energy, aluminum and critical minerals). The tariffs were delayed until March 4, 2025, and Canada got an additional reprieve until April 2, 2025.
- Then he imposed an additional 25% tariff on all American imports of steel and aluminum - with no exception for Canada - effective March 12, 2025.

## TRUMP'S JUSTIFICATIONS

Trump imposed tariffs on Canada, claiming it was to address an emergency situation involving illegal aliens and drugs, including fentanyl. However, **Canada is not** a major source of illegal immigration or fentanyl.

## IMPACT ON CANADIANS

- Job losses in manufacturing, farming, and forestry.
- Higher prices on food, cars, and appliances.
- Lower wages and fewer job opportunities.
- Rising cost of living for families.

# Hudson's Bay must prioritize workers amid Kamloops store liquidation

USW Local 1-417 is calling on Hudson's Bay (HBC) to put workers first as the company proceeds with the liquidation of its Kamloops store. A closure of this store will result in the loss of over 30 unionized jobs, dealing a significant blow to workers, their families and the community.

"This news is absolutely devastating not only for our members but for the entire city of Kamloops and the surrounding area," said Jordan Lawrence, USW Local 1-417 Financial Secretary. "Hudson's Bay has been a cornerstone of our community for over 45 years. Generations of families have shopped at this store and been served by our amazing members, who have taken great pride in their work. The liquidation

and the company's ongoing financial struggles are deeply concerning."

The USW is demanding that HBC fulfil its obligations to employees by ensuring full transparency throughout the liquidation process and honouring all wages, benefits and severance requirements.

"Workers deserve clarity and fairness, not vague promises or backroom deals," said Lawrence. "We've seen the devastating consequences for workers when companies like Sears shut down. Hudson's Bay must protect the retirement security of its employees and ensure that pensions are there for its workers."

The union is calling for immediate, clear communication from HBC

regarding the liquidation, store closures, layoffs, pensions and severances.

"HBC must ensure that frontline workers aren't the ones left paying the price," Lawrence said. "We stand ready to defend our members at the Kamloops store and will fight for their financial security every step of the way. We urge HBC to find a path forward to keep this store open for generations to come."

The USW remains committed to holding HBC accountable and urges the company to engage in meaningful dialogue to ensure a fair and just process for all affected workers.

Full release: [usw.to/5aT](http://usw.to/5aT)



## USW NextGen members lead the way in workers' rights training

USW NextGen members gathered in Burnaby, B.C., to participate in an exciting new training program aimed at empowering young union leaders.

Thanks to funding from the Family and Community Education Fund (FCEF), these members are gaining the skills needed to educate their peers on workers' rights and the crucial role of unions.

This initiative, part of District 3's ongoing commitment to youth engagement, ensures the next generation of activists is prepared to advocate for fair workplaces and

stronger communities. Participants will soon be leading workshops, sharing their knowledge and inspiring others to get involved in the labour movement.

By investing in young workers, the United Steelworkers are securing a future where union solidarity remains strong.

This program not only builds leadership skills but also fosters a deeper connection between experienced members and new activists, reinforcing the power of collective action for years to come.





## B.C. budget prioritizes tariff threat and strengthens, diversifies and responds to uncertainty

USW acknowledges the difficult position facing the B.C. government in its 2025 budget and applauds the thoughtful, diligent focus on priorities by Minister of Finance Brenda Bailey.

"The minister has maintained funding for public services, with increases to critical services like health care and education, as well as investing in important infrastructure, including maintenance and new capital transportation and hydro projects," said Scott Lunny.

"Workers are calling for action to grow and diversify the economy and

supply chains, reducing dependence on the U.S. market while ensuring jobs in mining, critical minerals and processing, forestry and lumber manufacturing."

The USW is also pleased to see continued commitment to reducing mining permitting approval times, streamlining permitting across all natural resource sectors, stable funding for mining safety and health and continuing the B.C. Manufacturing Jobs Fund.

Full release: [usw.to/5az](https://usw.to/5az)

## Supporting Sask NDP's call for trade-enabling investments

USW strongly supports the Saskatchewan NDP's call for massive investments in trade-enabling infrastructure to secure good jobs, boost the economy and expand market access for the province's world-class exports.

"We need serious investment in trade-enabling infrastructure to secure good jobs and a strong future for workers in Saskatchewan and across Canada," said Mike Day, USW Local 5890 president.

"Steelworkers know first-hand that

when our economy depends too much on the United States, we're vulnerable to tariffs, trade disputes and job losses. Expanding rail, pipelines and power transmission isn't just about exports, it's about ensuring long-term stability for working families," Day said.

Saskatchewan NDP Leader Carla Beck has called on the provincial and federal governments to take immediate action to strengthen Saskatchewan's trade infrastructure.

Full release: [usw.to/5aL](https://usw.to/5aL)



B.C.'s Minister of Labour, Jennifer Whiteside, joins USW Local 2009 Local Annual Delegated Meeting on March 15.



USW Local 6717 congratulates Brother Ronald Mcleod on his retirement. After an incredible 48 years of service, Ron has officially retired from Nexans.



USW Local 1944's Gitika Sharma distributed pink shirts to members at the Telus Canada Way Building in support of Pink Shirt Day, taking a stand against bullying & harassment.

*Welcome*

to our new members from  
**Starbucks**  
**Alder Crossing**  
 Surrey, B.C.

UNITED STEELWORKERS  
**USW**  
 DISTRICT 3

**BETTER  
 WORK  
 NOW.**

# Saskatchewan Crowns support local steel jobs

Release from the Saskatchewan government

The province's Crown corporations are buying Saskatchewan steel to support local jobs, with thousands of pounds of steel and more than a hundred kilometres of pipe recently procured from EVRAZ Steel.

SaskPower has negotiated a purchase of up to 10,000 tons of steel from EVRAZ, or the equivalent of three-years' worth of steel for the Crown, which is used for the construction of transmission structures and other infrastructure that is critical to maintaining Saskatchewan's power grid.

Collaboration between SaskPower and EVRAZ, along with steel structure fabricators Brandt and JNE Welding, will result in a made-in-Saskatchewan solution that will support the provincial economy while ensuring reliable power for residents and businesses.

"The United Steelworkers have been at the forefront of fighting for our jobs and for our industry," USW Local 5890 President Mike Day said. "When hearing of commitments like this from the Saskatchewan government, it eases some of the uncertainty our members have been facing."

"Commitments and investments just like these - to buy Canadian - from all forms of government is what the USW has, and will, continue to advocate for in all Canadian infrastructure projects."

Currently, EVRAZ is working on an order from SaskEnergy, which purchased 125 kilometres of steel pipe through Gateway Tubulars Ltd. for the Aspen Power Station project, a new 370-megawatt natural gas power plant near Lanigan. SaskEnergy has procured \$79 million from EVRAZ directly or through supplier agreements since 2019.

# Local 6673 steps up for mental health and community outreach

Workers at steel-pipe maker EVRAZ in Calgary are proud members of USW Local 6673. They are also getting more involved in helping others - through mental health stewards and connecting to the broader community outside of work.

Local President Kent Irving was looking for ways to get more USW members involved in the union beyond stewarding the collective agreement and running the local.

The local came up with the Mental Health and Community Stewards idea, to give people training and support for the mental health piece; and to initiate community connections for the community outreach element.

Those interested in becoming mental health stewards will go through training in mental health first aid in order to confidently help members

find appropriate professional supports and connect to other resources like the Employee Assistance Program.

For the community outreach element, the community stewards have done a warm clothing and donation drive for BeTheChangeYYC, a homeless outreach centre in Calgary.

Learn more at: [usw.to/5b2](http://usw.to/5b2)



USW stands with Carla Beck calling for nationwide building investments in rail, pipelines, transmission lines and the Trans Canada Highway.



USW Local 1-184 in Hudson Bay, Sask., presents a Steelworkers Humanity Fund donation to the Hudson Bay Family & Support Centre.



USW Local 480's Women of Steel Committee hosted a bingo night with proceeds supporting two amazing organizations.

## STRONG AS STEEL PODCAST

WITH DIRECTOR SCOTT LUNNY

### EPISODE #18

Special guests:  
CLC President Bea Bruske  
and Guio Jacinto



[usw.ca/d3podcast](http://usw.ca/d3podcast)





## USW condemns latest round of job cuts at Telus

USW is strongly condemning Telus' latest wave of job cuts, as the company once again issues Voluntary Severance Packages (VSPs) to approximately 400 USW members nationwide. The affected employees work within Telus Business Solutions (TBS) and the Small-Medium Business 100 (SMB100) team, which manages accounts with fewer than 100 lines. Impacted members are located in Burnaby, B.C., Edmonton, Calgary, Toronto and Montreal.

Additionally, Telus has offered VSPs to approximately 80 members of SAMT-CUPE 5144 and 80 members of SQET-CUPE 5044, two of its unions in Quebec.

"At a time when Canada is striving to boost productivity, sustain

economic growth and compete in global markets, Telus is once again cutting jobs and reducing service levels for Canadian businesses all while continuing to outsource work overseas," said Michael Phillips, USW Local 1944 President. "Enough is enough. Canadians deserve better and it's time to hold Telus accountable."

This latest round of job cuts follows a previous wave in early February when Telus offered severance packages to 545 employees in departments, including outside plant construction, cable repair, network operations and engineering.

Release: [usw.to/5aS](http://usw.to/5aS)



The USW District 3 B.C. Mining and Smelting Council gathered in Kamloops for productive discussions with Jagrup Brar, Minister of Mines and Critical Minerals, on the future of mining in B.C.



Scott Lunny and National Director Marty Warren joined key discussions at the USW International Executive Board to protect members on both sides of the border.



Mike Duhra toured the Highland Valley Copper Mine in Logan Lake, B.C., with Hon. Jagrup Brar, Minister of Mining and Critical Minerals.



The USW National Steel Pride Working Group proudly supports the Society of Queer Momentum's Drag the Vote campaign for equality. It's important to get out and vote in this federal election.



Malik Umar Draz and USW Local 2014 was proud to celebrate Eid al-Fitr with Saskatoon's Muslim community, sponsored by the USW Family and Community Education Fund (FCEF).

# District 3 bargaining updates

## Mosaic Colonsay

Local 7656 secured a 3-year deal retro'd to May 1, 2024 including:

- 10% wage increase.
- \$6 DB Pension increase.
- Company pays for all time spent by bargaining committee negotiating w/ company.
- Increases to shift and weekend premiums.

## Nexans Canada

Local 6717 ratified a 3-year deal:

- \$3 immediate increase on DB pension after defeating an attempt at introducing a DC pension.
- \$0.50 night shift premium increase.
- A fix on language for banking overtime. We now can work four and get six days.

## Ancast Industries Ltd.

Local 3239 secured a 3-year deal:

- Wages 4%, 3.25%, 3.25%
- 10% increases to shift premiums.
- Increase to DC pension.
- Increases to meal, boot and tool allowances.
- Reduced learner periods.
- Payroll errors corrected within 2 business days.
- #1 membership survey issue "Company to provide mandatory 50/50 co-pay of Extended Health and Vision" achieved. Previous benefit was employee paid and voluntary.

## University of Victoria Students' Society

Local 2009 has ratified a new deal:

- Territorial acknowledgment.
- 10% wage increases over deal.
- Increase to Dental Plan coverage from \$1,000 to \$1,500.
- Increase to Vision from \$400 to \$500 every two years.
- Increase to Professional Development Fund for Students from \$2,000 to \$2,400.
- Increases to other benefits.
- Expanded definition of immediate family for bereavement leave.

## Captain Taxi

Local 2014 secured a 1-year deal.

## Kin Village

Local 2009 has ratified a 4-year contract including:

- Letter of Understanding to ensure wage discussions commence upon the ceasing of single site compensation.
- Increase in sick leave days from six to nine per calendar year.
- Increase in vision benefit, eye exams up to \$110 per year and increase in vision care from \$275 to \$320 every 24 months.
- Inclusion of domestic violence leave.
- Time off at Christmas and New Year's to be determined within classification by seniority.
- Strengthening of grievance procedure language.
- Expansion on health and safety language to make stronger.

## BC Federation of Labour

Local 2009 has ratified a 4-year contract including:

- Territorial acknowledgment.
- 16% wage increase over deal.
- Inclusion of Indigenous elections and governance in political leave and voting leave.
- Personal education and development fund now allowed to be carried over into subsequent years.
- Chosen family included in bereavement leave.
- Ceremonial/cultural leave - employees entitled to use vacation, time in lieu or unpaid leave to absent from work.
- Registered social worker included for paramedial expense.
- Gender-affirming medical leave up to eight weeks of paid leave if wage indemnity does not approve claim benefits.
- Increase from \$50 to \$75 per month for vehicle operating expenses.
- Strengthened language in various provisions.



USW D3 Organizer Deepak Kullar was honoured to attend the USW District 6 Black History Month workshops and gala in Toronto.



Premiers Wab Kinew & David Eby hosted a labour leaders' emergency round-table in Washington, D.C., with Director Scott Lunny in attendance.



Kent Irving met with Chaz Smith & Austin Deck to present \$6,500 to BeTheChangeYYC, supporting efforts to end homelessness in Calgary.



## GROWING OUR CIRCLE

4<sup>th</sup> National Gathering for Indigenous Steelworkers

July 7 & 8, 2025 - Winnipeg, Manitoba

