

June 2025



Our Pride is political this year and every year

In every movement, there are moments when we celebrate and there are moments when we fight.

This year, for Pride season, we recommit to the crucial fight for 2SLGBTQIA+ rights, alongside and on behalf of rainbow community Steelworkers. This is core to our work as trade unionists, as we work together to defend human rights, gains made over decades of struggle and the safety and wellbeing of all queer, trans, gender-diverse and Two-Spirit peoples.

Over the last three years in Canada, rainbow community members' safety, rights and survival has come under threat by politicians, anti-2SLGBTQIA+ hate groups, threats of violence and actual violence. There are those who intentionally mislead with the goal of dividing us. Steelworkers will not be divided. We understand that each of our rights as workers are tied to each other. Whether it be along the lines of race, religion, gender, gender-identity, gender-expression, sexual orientation, ability, age, immigration status or income – we will not be divided. Instead, we will hold politicians and employers accountable for ensuring the safety, respect, access to health care and services and opportunities to all rainbow community members.

This Pride season, we are thinking of 2SLGBTQIA+ Steelworkers and their

loved ones in the United States who are living through a nightmare. The U.S. President has directed his administration to eradicate and erase rainbow community history – a history of taking on seemingly insurmountable challenges, fighting and winning. Trans and gender-diverse peoples' right to exist has come under threat and in many places, people are living with real and worsening threats to their basic safety. This is utterly unacceptable and against our values as a union.

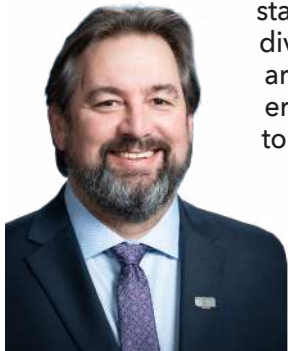
Over the past year and a half, our union has launched a successful National Steel Pride Working Group, made up of 2SLGBTQIA+ rank-and-file members and staff from across Canada to find ways to better represent and advocate alongside rainbow community Steelworkers and their loved ones.

We urge all USW local unions to get involved to support Pride events in your community. If you've never attended Pride with your local union and want to find out how, here's a quick primer on how to get involved - usw.to/5dq.

We are one union, one strong and diverse union, and we are all better off when each member can show up as themselves and feel safe. Thank you to our 2SLGBTQIA+ members for leading this fight for our union and for local union leaders, activists and allies for showing up each day in acts of solidarity.

Follow Scott Lunny

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MARK YOUR CALENDARS

June 22-26, 2025

**BCFED: Summer Institute
for Union Women**
Burnaby, B.C.

July 7-8, 2025

USW Indigenous Gathering
Winnipeg

Aug. 9-15, 2025

SFL: Summer Camp
Waldheim, Sask.

Sept. 8-10, 2025

**BCFED: Young Workers
Leadership Retreat**
Maple Ridge, B.C.

Sept. 14-19, 2025

District 3 school
Cranbrook, B.C.

Sept. 15-17, 2025

SFL: OH&S Conference
Saskatoon

Nov. 14-16, 2025

BC NDP Convention
Victoria

Dec. 11-12, 2025

MFL: Mid Term Conference
Manitoba

Jan.-Feb. 2026

**2026 Canadian Labour
Congress Pacific Region
Winter School**
Harrison Hot Springs, B.C.

FIGHTING BACK AGAINST TRUMP TARIFFS

Trump's 50% tariffs are a direct attack on Canadian jobs

USW is warning that U.S. President Donald Trump's decision to double tariffs on both steel and aluminum to 50% is a devastating blow to Canada's industries and the hundreds of thousands of jobs they support - one that demands an immediate and forceful response from the federal government.

With no exemption for Canada, these measures severely further disrupt integrated North American supply chains and threaten tens of thousands of good union jobs, both directly and indirectly, in sectors like manufacturing, auto, defence, aerospace and construction. Canada is the United States' largest supplier of steel and aluminum.

The USW is urging the federal

government to act without delay to keep workers working. The top priority must be expanding the use of Section 53 of the Customs Tariff and apply targeted countermeasures to protect the Canadian market from offshore steel. The government must also eliminate the exemptions that allow U.S. steel and aluminum to enter Canada tariff-free. If the United States is closing its market to Canadian producers, Ottawa must ensure Canadian producers are not undercutting their own.

At the same time, the federal government must move quickly to strengthen domestic demand through industrial investment and domestic procurement reform.

More: usw.ca/us-tariffs-doubled

Welcome

to our new members from
IATSE Local 118
Vancouver



STRONG AS STEEL PODCAST



SCAN
TO
LISTEN!



usw.ca/d3podcast



Steelworkers and Mexican miners demonstrate outside Orla Mining's Vancouver offices over human and labour rights abuses in Mexico

Mine workers from Mexico, joined by USW union members, demonstrated Tuesday, June 10, outside the Vancouver offices of Orla Mining to protest violence and intimidation against workers at Orla's Camino Rojo mine in Mexico.

Since the spring of 2024, the Mexican miners' union Los Mineros has alleged in numerous Mexican labour complaints that Orla Mining has pressured and coerced its workers in Mexico to decertify their union and affiliate with a pro-employer company union. A cartel is present at the mine and is alleged to have a relationship with the company's management and the pro-employer union. Members of the cartel have threatened violence against workers who do not support the pro-employer union.

Last June the Mineros submitted a complaint over the company's interference in their rights to freedom

of association. The complaint was accepted by the U.S. Department of Labor under the Canada-U.S.-Mexico Agreement (CUSMA) Rapid Response Mechanism (RRM), and is now moving to an international arbitration panel.

On Sept. 29, 2024, an armed assailant attempted to enter the home of the local leader of Los Mineros at the mine, Jaime Pulido. It is believed that the cartel was responsible, and the Mineros union alleges the cartel is acting in concert with the company-aligned union as well as the mine's management. After receiving credible threats to his life, Pulido went into hiding with his family. Since then, the Mineros union has requested the intervention of the Canadian ambassador, and has protested outside the embassy in Mexico City.

On Nov. 12, 2024, the Canadian office of the USW filed a complaint under the RRM with the Canadian

government over Orla Mining's continued interference in their workers' rights to freedom of association and the increasingly dangerous environment at the mine. The complaint is currently under investigation by Employment and Social Development Canada. On Nov. 22, 2024, despite this climate of intimidation, Mexico's Secretary of Labour held a union election which was won by the company union, displacing the Mineros. The Mineros have since filed comprehensive legal appeals, and the USW continues to advocate for its complaint under the RRM to proceed to a panel for determination.

"We strongly support our allies, the Mineros. The USW will do whatever we can to ensure that the labour and human rights of workers are respected wherever Canadian mining companies have their operations," said Scott Lunny, District 3 Director.



Members at StellerVista Credit Union branches in Castlegar and Slocan Park on strike

USW Local 1-405 members at StellerVista Credit Union in the Castlegar and Slocan Park branches in British Columbia went on strike on April 30.

For unionized credit union employees, the employer is proposing a two-year wage freeze, along with cuts to benefits and long-standing provisions that have been part of the contract for decades.

"We understand this is a major inconvenience to our credit union members here in Castlegar and Slocan Park and we do regret that," said Veronica Tanner, lead negotiator for the USW Local 1-405 Bargaining Committee. "But unfortunately, it's necessary to convey a message to the

employer that we're serious about not bargaining backwards."

On June 12, the B.C. Labour Relations Board issued a consent order that the employer violated the labour code by using new managers after bargaining began 13 months ago to do bargaining unit work.

"We remain ready to return to the bargaining table at any time, day, night or on the weekend but we're not going to give away our wages and benefits for a credit union that is doing just fine financially," added Tanner.

The union and the company resumed mediation.

One day longer, one day stronger.



Global solidarity: USW hosts International Miners Network

From June 10-13, the USW and the Steelworkers Humanity Fund hosted an International Miners Network meeting in B.C., bringing together union leaders from Canada (USW), Mexico (Los Mineros), Peru (SITRACOMY), Argentina (ASIJEMIN) and Australia (AWU) to build global solidarity and defend workers' rights at Newmont Corporation.

"We're amplifying workers' voices and showing that we can take on international mining giants like Newmont with strength and unity," said USW District 3 Director Scott Lunny.

District 12 Director Gaylan Prescott and B.C. Minister of State for Mining and Critical Minerals Jagrup Brar also joined the network meeting to meet with attendees and show their support.

The delegation toured the Highland Valley Copper Mine with USW Local 7619, followed by a meeting at the local union's office and then were welcomed by USW Local 2009 for a solidarity reception.

"Corporate power is global, and our solidarity must be too," said USW International Secretary-Treasurer Myles Sullivan.



Galloway Sawmill members deprived of severance payments

Members of USW Local 1-405 are demanding severance payments from Peak Renewables and Galloway Sawmill owner Brian Fehr.

"Workers left at the Galloway Sawmill are entitled to, and deserve, their severance from Peak Renewables and owner Brian Fehr at Galloway Sawmill," said USW Local 1-405 President Grant Farquhar.

"The company is reneging on a negotiated closure agreement and the workers are the only ones that get hurt. That site was closed officially by the employer in December of 2024. Five months later and two months after the commitment was made by the employer to pay the severance, the members still haven't received it," Farquhar said.

"Peak Renewables continues to

log the forestry tenure that came with the mill sale," said Farquhar. "They continue to harvest and sell the timber, and make revenue, but are not paying the severance to the workers."

"The employer is saying that they're waiting on approval of a loan to pay the approximate amount of \$1.2 million in severance owing," said Jeff Bromley, USW Wood Council Chair.

"The sale of the Galloway as a real estate deal closed at the end of February. What happened to that money? It didn't go to the members, that's for sure," added Bromley. "They closed the Galloway Sawmill but continue to log and earn money. They should pay the severance that they agreed to."

Read more: usw.to/5dm.

Strike commences at LKSM Forestry LP on Vancouver Island

On Friday, June 6, 2025, USW Local 1-1937 members went on strike against La-kwa-sa-muqw Forestry LP (LKSM) because of the significant concessions they are demanding. Those concessions include, but are not limited to, demands that LKSM be able to bring in non-union contractors to do work that is now performed by the USW members on site. This includes work performed by both USW members working directly for LKSM, as well as USW members working for contractors on site.

LKSM is also refusing to agree to many of the crews' proposals, including many that have been accepted by over 90% of employers on the B.C. Coast, when the USW and Western Forest Products Inc. (WFP) ratified a new six-year agreement in January of 2025. The contract for members working for LKSM expired on June 15, 2024.

USW members voted 93% in favour of strike action in late March. After several bargaining sessions with the company since that time, the company has refused to remove their concessions, leaving the union members with no alternative but to commence strike action.

"By striking against LKSM our members are fighting for all workers as they strike against these unwarranted concessions. The members know that if they do not fight LKSM's concessions, they will spread to other workplaces. These USW members, like the USW members that struck and won against massive WFP concessions in 2019/20, are fighting for all of us," stated Brian Butler, USW Local 1-1937 President.

Read more: usw.to/5dn



Steelworks proudly marched alongside the Manitoba Federation of Labour in the Winnipeg Pride Parade.



USW Local 1944 Unit 53 members in Prince George reeled in fun and sunshine at their annual fishing derby. Congratulations to this year's winners!



USW Local 1-405 members from StellerVista Credit Union proudly march in Castlegar's Sunfest Days parade.

Welcome

to our new members from

Darling Ingredients

Winnipeg

UNITED STEELWORKERS
USW
DISTRICT 3

**BETTER
WORK
NOW.**



President McCall: Nothing can stop us when we are "All In"

Nearly 3,000 members and allies of the USW from across Canada, the United States and the Caribbean, met in Las Vegas to chart the future of our union during the International Constitutional Convention.

last convention. Workers have successfully organized thousands of new members in mining, forestry, higher education, steel, health care, manufacturing and more, he said.



International President David McCall opened the USW's convention on Monday by calling on union members to fight back against wealthy elites who want to silence workers across North America.

McCall also pointed to anti-scab legislation USW members helped get passed in Canada as evidence of what workers can accomplish by being "All In."

"To turn back the tide of economic injustice and corporate greed, we need to truly be all in," McCall said. "We can hold nothing back, and we need every member to join in the fight - for as long as it takes."

Now, the unnecessary trade war that the Trump administration is waging on Canada has the potential to cost workers good jobs in both countries, McCall said. "Our union won't stand for it," he said.



In his keynote address, McCall outlined the meaning behind the event's theme, "All In," explaining: "Being all in isn't a one-time action - and it isn't a bet. It's our way of operating, 24 hours a day, 365 days a year."

The way to rebalance the scales of power, he said, is to use the collective voice of labour through organizing, bargaining, education and lobbying.

In his address, McCall celebrated the USW's numerous bargaining, organizing and policy victories in the three years since the union's

"We are going to organize like hell," McCall promised, urging USW members to mobilize through the union's Women of Steel, Human Rights committees, Next Gen, Veterans of Steel and SOAR programs to make their voices heard.

Read more: usw.to/5do.



Beck pledges to fight for Steel

Sask. NDP Leader Carla Beck has pledged to stand shoulder-to-shoulder with Steelworkers to fight for government action to create jobs and boost manufacturing and to do everything in her power to reverse Donald Trump's devastating tariffs.

Beck's remarks to the leadership of the United Steelworkers came as Donald Trump doubled tariffs on Saskatchewan steel from 25 per cent to 50 per cent.

"We can't sit back and pretend this is business as usual," Beck said. "Donald Trump is trying to crush our economy and treat us like his 51st state. Clearly, we need to reduce reliance on the United States as a trading partner and take real action to boost trade across provinces and to new foreign markets. We need to create good-paying steel jobs and to fight back with retaliatory measures against these punitive measures from Trump."



"Saskatchewan steel supports good jobs, strong communities and our country's economic sovereignty," said Scott Lunny, USW District 3 Director.

"Trump's tariffs are hurting workers and creating chaos for Canadian businesses. We need to take action to prioritize Saskatchewan steel in public projects, invest in our domestic industries and fight back against unfair trade practices."

The Saskatchewan NDP continues to call for the building of new pipelines to Canadian coasts using steel made in this province.



USW Local 1944 Unit 60 members at Rogers in Abbotsford, B.C., gather for morning crew talks. We stand in solidarity through bargaining.



USW Saskatoon Area Council screened *Westray*. Panelists shared their insights on safety. Thank you to the USW Family and Community Education Fund for sponsoring this wonderful event.

2025 Federal election

USW activists hit the streets in Edmonton during the federal election to help get out the Steelworker vote for the NDP, supporting a party that stands up for workers and their families.



A big thanks to Local 2009 who fired up the grills for the Union Protein Project, SOAR and International Miners Network lunches.

Welcome

to our new members from
Starbucks
Oak Bay
Victoria

UNITED STEELWORKERS
USW
DISTRICT 3

BETTER
WORK
NOW.



Jim Kletchko, USW Local 5890, stepped up for Veterans of Steel by taking on the Drop Zone Challenge rappelling 21 stories down Regina's Hill Centre Tower III!



Saskatchewan local union leaders gathered in early June to discuss organizing, political action, tariffs, workers' compensation and more.



Michael Desjarlais, ERT Co-ordinator and USW Flin Flon member, joins with the mine rescue team on the front lines of the wildfires in Flin Flon.

DISTRICT 3
School

St. Eugene Resort
Cranbrook, B.C.
Sept. 14-19, 2025

REGISTRATION NOW OPEN

District 3 bargaining updates

EVRAZ NA

Local 5890 in Regina and Local 6673 in Calgary secured a 4-year deal ending July 2028:

- Year 1: \$3.49 COLA rolled into wages;
- \$2,000 signing bonus;
- Increase to annual bonus for pensioners and spouses.
- Year 2: 1.5% wage increase;
- \$2 increase in defined benefit (DB) pension per year of service.
- Year 3: 2% wage increase;
- Additional \$3 increase in DB pension per year of service.
- Year 4: 2.5% wage increase;
- Another \$4 increase in DB pension per year of service.
- New benefit coverage and language for chiropractic, massage and physiotherapy.
- Increases to Short Term Disability (STD) and Long Term Disability (LTD) benefits.
- Employer top up wages for employees on military leave.

Newmont Red Chris Mine

Local 1-1937 ratified a 4-year deal:

- 13% wage increases over deal.
- Premium improvements.
- Health benefit improvements (mental health and addition of health care spending account to \$1,000/year).
- Copper Bonus improvements.
- Travel allowance improvement.
- Vacation pay increase.
- Better contracting out language.
- Better drug and alcohol testing policy.

CIPA Lumber

Local 2009 secured a new deal:

- Average 3.2% wage increase each year.
- Additional 3% wage increase to maintenance personnel.
- Increase in first aid ticket premiums.
- Increase to the shift differential.
- Increase in weekly indemnity benefits.
- Increase in vision care, physiotherapy, massage, chiropractors, naturopaths,

hearing aids and dental implants coverage.

- Improvements to overtime provisions.

Edmonton People in Need Shelter Society

Local 1-207 secured a first collective agreement:

- 1-year collective agreement secured.
- Grievance procedure established to help resolve workplace issues fairly and efficiently.
- Overtime will now begin sooner, with a decrease in the threshold for overtime hours.
- Improved sick leave and ability to accumulate unused days.

Plasti-Fab Delta

Local 2009 secured a 3-year deal:

- 9.5% wage increases over the term of the contract.
- Additional gains through job class movement and premium increases for many members.
- \$750 signing bonus.
- New Humanity Fund clause included in the agreement.

Kelfor Industries Ltd

Local 2009 ratified a 6-year agreement:

- 19% wage increases over the term of the contract.
- Increases to benefits.
- Significant gains in union rights.
- Improved health and safety language.

Westfair Foods Ltd

Local 9355 ratified a 7-year deal:

- Significant progress made toward ending the two-tier wage system.
- Tier 2 workers get \$1.50 retro, then \$1.00 raises annually.
- Tier 1 workers get \$1.50 retro, smaller raises plus yearly lump sums up to \$1,000.
- Club full-time staff see approx. 24% wage increases over the agreement.
- Gains include limits on supervisor work, better leave language and extended probation to 600 hours.