

Unite

UNITED STEELWORKERS
USW
DISTRICT 3

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

Spring 2026



From talk to action: Building a worker-first economy across Canada

Governments from Ottawa to Victoria are putting focus on our economic future. We hear almost unanimity on the need to diversify and grow our economy, build up our manufacturing sector and strengthen supply chains.

These are things workers and our union have been asking for and looking to achieve for years: industrial strategy, domestic procurement policies, manufacturing more in Canada, a working forest and adding value to our natural resources.

This talk is good, but talk doesn't pay the bills! It's not a given that all and any investment, by government or the private sector, will result in good, safe, sustainable, union jobs in the communities that need them. They want us to hope things will trickle down and benefit regular working folks. But hope isn't a strategy.

That's why our union must keep organizing, bargaining, lobbying and fighting for our jobs, our industries and our communities.

Our B.C. locals were in Victoria pushing for stability in the forest industry through a "Working Forest" campaign that delivers jobs in communities across the province. Our steel locals from Alberta, Saskatchewan and Manitoba took to Ottawa to lobby to stand up for their sector, to protect our

jobs and maintain our economic sovereignty. Our mining locals are advocating for training and safety measures as investments and expansion take place in critical minerals throughout Western Canada. And our collective agreements (some examples are reported in this issue of D3 Unite) are achieving significant wage increases, benefits improvements and important protections for union jobs in workplaces in every sector.

There is more to do, but we have the union to do it.

For over 80 years USW has organized, educated, bargained, lobbied and fought, as our Constitution says, "to advance and safeguard the economic security and social welfare" of workers.

Our union is how we hold companies' and governments' feet to the fire. Our union is how we make things better, fairer and more just. It's how we make sure a diversified, growing Canadian economy puts working people first.

There are a lot of challenges and a lot to do, but we are doing it in District 3. And if we stick with it, we know we can get there.

In solidarity,

Scott Lunny
USW District 3 Director

Follow Scott Lunny

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MARK YOUR CALENDAR

May 11-15, 2026

CLC 31st Constitutional Convention
Winnipeg

May 12, 2026

Veterans of Steel meeting
Zoom

May 17-22, 2026

USW HSE Conference
Pittsburgh, PA

June 17, 2026

Steel Pride Network Meeting
Zoom

June 19, 2026

Pride Night 2026
Langley, B.C.

July 14, 2026

Veterans of Steel meeting
Zoom

Sept. 13-18, 2026

District 3 School
Cranbrook, B.C.

Sept. 21-25, 2026

USW Intl. Mining Conference
Pittsburgh, PA

Oct. 21-23, 2026

SFL Biennial Convention
Regina

Nov. 23-26, 2026

BC Fed Convention
Vancouver

Focusing on stress and burnout for Day of Mourning 2026

On April 28, workers across Canada come together to mourn the dead and fight for the living. This year, the USW is highlighting workers facing burnout, chronic stress and mental health crises caused by work, and honouring those we have lost to work-related psychological harm. Every workplace injury or death is preventable, whether the harm is physical or psychological.

Psychological health and safety is occupational health and safety. Workplace injuries – both physical and psychological – are serious and must be treated as such. These injuries are real, they are preventable and they're not "just part of the job."

Workers who witness fatalities or serious injuries on the job may struggle with their own mental health. Even when workers can't return to the same area of the workplace due to PTSD, it is

understood but too seldom spoken about.

Nearly half of working Canadians say their job is the most stressful part of their daily lives and many workers report feeling burned out. Between 2012 and 2022, the proportion of lost time claims due to mental health issues more than doubled. In 2023 alone, more than 8,500 workplace mental health injury claims were accepted by compensation boards, with 18 of those being fatal claims.

Workers need enforceable protections and real prevention, along with provinces, territories and the federal government working together to ensure workers are protected across Canada.

Every worker deserves to come home safe at the end of the day – safe in body and in mind.

Read more at usw.to/5n9.

Rolling back B.C.'s Indigenous rights framework threatens economic certainty and jobs

USW is raising concerns about calls to amend or repeal the B.C. government's Declaration on the Rights of Indigenous Peoples Act (DRIPA).

Resource sectors sustain working families across British Columbia. Those jobs depend on industry investment and that investment relies on certainty.

In B.C., certainty has successfully depended on the stability that reconciliation provides. By putting durable frameworks in place and working collaboratively to advance responsible development, we are able to build the certainty on which major projects depend. That is how we build prosperity that benefits every British Columbian.

USW is deeply concerned about calls to amend or repeal the Declaration on

the Rights of Indigenous Peoples Act. While discussion, shared decision-making and negotiated agreements may take work, this work reduces the risk of costly conflict that can stall development and derail progress.

We've seen this work in practice. Joint decision-making agreements with the Tahltan, 'Namgis and Nlaka'pamux Nations created clearer pathways for mining projects and forestry operations. That level of clarity protects workers, timelines and paycheques for the long term.

Economic growth depends on stable investment, stable employment and reliable public revenues that provide the services that are vital to communities across B.C. Continuing the path to reconciliation is essential to achieving this stability.



Roxanne Brown ushers in a “New Era” at Women of Steel Conference

USW International President Roxanne D. Brown brought delegates to their feet multiple times during her keynote address to the USW National and International Women of Steel Conference that took place in Toronto.

As the first woman and the first Black person to lead North America's largest industrial union, Brown received a warm and enthusiastic welcome from the more than 700 activists from across Canada and the United States.

“Earlier this month, our union made a little history. Or should I say ‘Her-story!’ It’s so fitting that the first major conference after our historic installation would be this Women of Steel conference,” Brown said.

“I am joining giants in the honour of serving our union. We have produced some of the most incredible leaders in the global labour movement. It’s a privilege,” she said.

Brown acknowledged that by stepping into the president’s role, she embodies an achievement that moves the USW – and the entire labour movement – forward.

Brown spoke about when she sees the foundational systems of the U.S. being broken, and how that’s affecting USW members in Canada and the rest of the world, she draws inspiration from our union’s shared values and from events like this conference, where activists are gaining the tools and knowledge they need to build the future we all want.

What the union fights for “is not the moon and the stars,” Brown said.

“We fight for safe workplaces. Retirement security. We want to retire in dignity. We want people who want to join a union to be able to form a union. We want to be able to count on a future for our kids and grandkids. It’s not a lot to ask for.”

With a lot of these basic workers’

rights under attack, union activists need the “toolbox” that we carry with us to fight back.

“We need to plan, educate, train, get ready. We can’t fix it by ourselves,” she said.

“Because we have some things to fix. And we have to do it together!”

Read more at usw.to/5na.

Conference photos:
usw.to/5na



United Steelworkers union supports Alberta NDP's energy future plan

The USW is supporting the Alberta NDP's "Building Alberta's Energy Future" plan, calling it a forward-looking approach that puts workers first while supporting economic stability and long-term growth.

The plan announced by Alberta New Democrat leader Naheed Nenshi outlines a strategy under an Alberta New Democratic government that will expand Canada's energy capacity, including optimizing the Trans Mountain Expansion, exploring new pipeline routes, increasing natural gas exports and investing in renewable energy and critical minerals.

"It's refreshing to see a focus on critical minerals that includes domestic processing and stronger Canadian supply chains. If we get this right, it means more good union jobs for Alberta workers, more Canadian-made materials and more economic

security," said Scott Lunny, USW Western Canada Director.

USW is calling for major energy and infrastructure projects to deliver real benefits for Canadian workers. That includes commitments to fair wages, stronger labour standards and the use of Canadian-made materials.

"We need to make sure these projects are built by skilled union labour and that they use Canadian-made steel and materials. That's how we will maximize the economic benefits here at home and support good jobs in Alberta and across the country," said Lunny.

The union says that achieving this will require strong collaboration and inclusive decision-making across all levels of government and stakeholders.

"At a time of global uncertainty,

it's critical that leaders at all levels of government, opposition and Indigenous communities work together to build an energy future that works for everyone. Equally important is for labour to have a seat at the table to help shape the policies that impact our members' livelihoods and the USW stands ready to be part of these discussions," added Lunny.



Steelworkers lobby feds for urgent action on existential crisis facing steel industry

Dozens of USW members from across Canada were on Parliament Hill to lobby federal cabinet ministers



and MPs to take urgent action in response to an existential crisis facing the domestic steel industry and its workers.

"The threats to our steel sector and the tens of thousands of jobs and communities it supports cannot be overstated," said USW National Director Marty Warren.

"The thousands of lost jobs and the economic damage already inflicted by the U.S. tariffs and trade war demand that our government

develop a comprehensive steel industrial strategy," Warren said.

"As other countries have done, our government must recognize that our domestic steel industry is not just any other industry. It is the backbone of our national economy and is vital to our long-term economic sovereignty."

During lobbying efforts, USW members presented federal politicians with specific measures needed to support Canadian steel producers, workers and their communities.

"The federal government has taken a number of important steps to protect the Canadian steel industry. However, greater action is needed to confront the challenges created by unprecedented global trade upheaval. Steelworkers and their communities need our government to stand up for Canadian steel, and stand up for Canadian jobs," Warren said.





Steelworkers call on Eby for a stronger forestry future

Members of the USW Wood Council were in Victoria continuing our push for a stronger future for forestry in British Columbia.

Meeting with MLAs and Ministers, Steelworkers brought forward our "Agenda for Stability" for the sector, focused on protecting jobs, stabilizing fibre supply and ensuring long-term sustainability for forestry communities across the province.

Discussions highlighted broad recognition of the vital role forestry plays in supporting good-paying union jobs, strong local economies and critical public revenue for B.C. communities.

Steelworkers received strong support

from MLAs, ministers and opposition MLAs for the urgent need to address the challenges facing the industry and the workers who depend on it.

The message from Steelworkers was clear that forestry workers and communities need action, not delays. British Columbia needs leadership that will strengthen domestic forestry, protect family-supporting jobs and secure a sustainable future for the sector.

Workers are counting on government to deliver real solutions. We thank the ministers and MLAs who took time to meet with us and listen directly to the concerns and priorities of forestry workers from across the province.



Members of USW Local 1-423 gather in Kelowna, B.C., for their annual meeting, building solidarity and strengthening our union.



Thirteen members of USW Local 9074 joined a Shop Steward course, to build skills, solidarity and stronger workplace leadership.



Keewatin Air bargaining committee met with USW representatives to prepare proposals for their first collective agreement negotiations.



Steelworkers and CFLPA players were in Cranbrook, B.C. to build leadership skills to challenge gender-based violence and transform workplace culture.



USW District 3 NextGen Network



USW District 3 NextGen Network

The USW District 3 NextGen Network is a member-led space to vent, connect and shape the union on our terms. So, you're invited to pop in, speak up and bring the snark!

Purpose

This is a space by members, for members. The NextGen Network connects new members and emerging activists across District 3. It's where we get real about work, life and union stuff, without waiting for the union to figure out TikTok, Instagram or Zoom coffee chats. This is member-led, sustainable and it's designed for today's realities, not the way things "used to be."

Our goals

- Share experiences and build solidarity (because yes, your day-to-day struggles matter).
- Identify "hot topics" at work, at home and in the community including tipping culture, AI at work, hustle culture, precarious or gig work, mental health pressures and digital overload.
- Share or develop resources that actually make sense for today's members.
- Keep participation flexible so you can drop in when you can, leave when you must.
- Shape tomorrow today by bringing attention to the challenges and opportunities that will define our generation.

Why this matters

Let's face it: work and community life today are all over the place. Technology can keep us connected, but it can also stretch us thin and make participation confusing or intimidating. The NextGen Network exists to bridge those gaps, giving members a space to connect, vent, laugh, support each other and build confidence without relying on outdated structures or assumptions.

Joining isn't just about showing up. It's about getting your voice at the table (or building a new table if the old one doesn't fit your life or your perspective).

Scope and activities

We keep union issues central but the Network also aims to dive into:

- Political and community engagement.
- Creative contributions and social media outreach (yes, we mean your killer Instagram ideas).
- Days of action, lobby days and provincial/federal elections.
- Annual campaigns like backpack drives or food bank initiatives.

Everything is driven by members. No one person carries the load, no one is expected to have all the answers or do all the homework themselves.

Building the future of our union

Member-led vision

The Network works when members take the lead. Experienced reps are here to mentor, guide and provide resources but the direction, energy and ideas come from you. We're trying to build something dynamic, relevant, and resilient, not just another committee stuck in the past.

Benefits

- Connect across locals, worksites, industries and provinces.
- Participate from anywhere – even your couch.
- Safe space for advice, venting and shared experiences.
- Opportunities to step up in union and community initiatives.
- Build leadership skills and confidence.
- Talk about what matters, union or otherwise.

Impact

The Network helps the district see:

- Are we actually reaching all members?
- Are NextGen members more engaged and confident?
- What specific generational issues aren't being heard?
- Where can we do better, together?

Call to action

Ready to join the rebellion – uh, Network?

Bring your ideas, your energy and your snark. Help decide what we talk about, what we do and how we show up for each other. Whether you pop in once or become a regular,



your voice is what makes this Network real. Let's build it together – stronger, closer and ready for the 21st century (even if our union's archives still smell like the 1970s).

Join today

usw.ca/d3nextgen

At the 2025 USW Constitutional Convention, delegates strengthened our union by mandating a NextGen committee in every local union to help educate and develop future leaders and activists. District 3 NextGen is here to support local unions and empower new and young workers across the district.

Questions?

Deepak Kullar
NextGen Committee Chair
dkullar@usw.ca

Thank you, Al Bieksa

Steelworkers and labour activists gathered in Langley, B.C., to celebrate Al Bieksa, former President of USW Local 2009. The event honoured Al's leadership and dedication to improving the lives of working people across the region.

Friends, colleagues and union members filled the room for an evening of laughter, stories and reflection. Guests shared memories of campaigns, workplace victories and Al's lasting impact throughout his time in the labour movement. The celebration marked both recognition of past accomplishments and the beginning of a new chapter for Al.





USW Local 1-2017 annual meeting, recognizing strong leadership and delegates representing Steelworkers across northern B.C. industries.



USW automation mini-conference in Kamloops, B.C., brings members together to discuss mining tech, safety and the future of work.



The first in-person session of USW District 3's M.O.U.L.D. mentorship pilot was held in Burnaby, B.C., pairing mentors and mentees to build leadership.



USW Local 1944's Women of Steel came together in Calgary for an opportunity to connect and be creative at a paint night.

Trump's "tariff relief" ultimatum is economic coercion – Canada must stand up for steel jobs

Let's be clear: this isn't relief – it's blackmail and extortion.

The United States is using tariffs to attempt to force Canadian-based companies to move good jobs out of our communities and into theirs. That's not trade. That's economic coercion.

Canadian steelworkers are already paying the price – with layoffs, reduced production and growing uncertainty across our industry. Now, Canadian companies are being told the only way out is to shut down here and move their operations to the United States – taking Canadian jobs with them. That is unacceptable and we will not tolerate it.

A steel plant isn't something you just shut down and move. These are billion-dollar facilities rooted in communities that depend on them. This is a direct attempt to gut our industrial base and undermine Canada's economic sovereignty.

This is exactly why our union brought workers to Ottawa on April 22-23 for our Stand Up for Steel conference and lobby day. We need a serious response from the federal government – one that defends Canadian jobs, strengthens our domestic industry and refuses to let foreign governments dictate where our production happens.

The government's response must start with a real Canadian steel industrial strategy to build capacity here at home by tying major infrastructure projects to Canadian production and jobs. Public dollars must support Canadian jobs, not offshoring, backed by strong Buy Canadian rules and firm trade enforcement.

At the same time, workers need support now, including improvements to Employment Insurance, continued training investments and measures to protect incomes while this trade war drags on.

Canada must also be firm at the negotiating table. We should be ready to engage, but not at any cost. Any deal that locks in permanent tariffs or pressures Canadian companies to relocate is a bad deal, and Canada should walk away from it.

The message from Steelworkers is simple: we're not going anywhere. These are our jobs, our communities and our industries. And we expect our government to stand up for them.

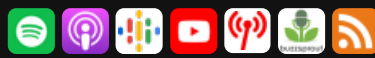
The federal government must stand firm, making clear that Canada will not accept terms dictated by Washington and that any progress must deliver real relief for at-risk Canadian industries.

Read more at usw.to/5nc.

STRONG AS STEEL PODCAST



SCAN
TO
LISTEN!



usw.ca/d3podcast



Ken Neumann takes on new role as International President of SOAR

There's no rest for Ken Neumann. The former USW National Director is taking retirement seriously by becoming International President of the Steelworkers Organization of Active Retirees (SOAR).

Neumann served five terms as USW National Director from 2004 to 2022. Prior to 2004, Neumann was the elected Director of USW District 3 (Western Canada and the Territories) for 15 years. At the time of his retirement, Neumann was the longest-serving member of the USW International Executive Board.

Neumann is the second Canadian to hold the post of SOAR International President. Recognized as an affiliate of the USW, SOAR provides opportunities for Steelworker retirees

to stay on the frontlines as activists, helping to advance the policies and programs working families need.

Membership is open to individuals aged 45 and over who want to remain active in our union and fight for working people.



USW Local 1-207 Youville bargaining committee working hard on behalf of members, showing dedication, commitment and strong solidarity.



Deepak Kullar attended the USW District 6 Black Labour History workshop and gala, celebrating education, history and solidarity.

Labour Votes in Alberta

Steelworkers were pumped to come together in Calgary with Unifor and CUPE Alberta for our first joint Labour Votes school. Our members know that there has never been a more urgent time for us to stand together to protect our jobs, our industries and the hard-won rights we've fought for as workers.

With Premier Danielle Smith's divisive

referendums coming this fall and the next provincial election on the horizon, it will be up to all of us in the months ahead to defend working people and push back against attempts to divide Alberta.

This training gave our activists the tools, resources and knowledge to engage members on the shop floor.



Cross-border USW solidarity in action at CLC Harrison Winter School, as District 3 and District 12 staff train together.

STEEL PRIDE

National Steel
Pride Network

Wednesday, June 17, 2026
7 p.m. CT / 6 p.m. MT / 5 p.m. PT
Register at usw.ca/pridejune17

*Open to Steelworkers who identify as part of the 2SLGBTQIA+ community.

Steelworkers blast Conservative bill as hypocrisy

The USW condemned the B.C. Conservative Party after it introduced legislation that would undermine Project Labour Agreements and threaten good-paying union jobs across the province – just one day after the party told Steelworkers it supports workers and family-supporting jobs.

USW members met directly with the B.C. Conservative caucus to discuss the urgent need to stabilize and protect the province's forestry sector and the thousands of workers and communities that depend on it. During that meeting, Conservative MLAs spoke at length about the importance of unionized, good-paying jobs and claimed they were allies of labour who were fighting to protect workers.

The next day, those same B.C.

Conservatives introduced legislation attacking the very agreements that protect wages, safety standards and opportunities for local workers.

Steelworkers say the move exposes a stunning level of political hypocrisy.

"This is nothing short of a betrayal," said Mike Duhra, Assistant to the USW Director for Western Canada.

"Conservative MLAs sat across the table from us and told us how much they value good-paying union jobs and strong resource communities. Then they turn around and table legislation that directly attacks those very workers. You can't claim to stand with labour one day and legislate against them the next," Duhra said.

Project Labour Agreements and Community Benefit Agreements are widely recognized as proven tools

for delivering major infrastructure projects safely, efficiently and with a highly trained local workforce.

For the Conservatives to attempt to ban these agreements while simultaneously claiming to support workers is completely at odds with their rhetoric.

"Workers see through this," Duhra said. "If you believe in good jobs, safe worksites and strong communities, you don't introduce legislation designed to weaken the very standards that make those jobs possible."

"British Columbians deserve leadership that stands up for workers," Duhra added. "If the Conservatives truly believe what they told our members, they should scrap this bill today."



Federal NDP Convention in Winnipeg

USW District 3 delegates were proud to be in Winnipeg for Canada's NDP Convention, joining activists, labour leaders and members from across the country for several days of debate, policy discussions, networking and voting.

Steelworkers made their presence known early, speaking to resolutions focused on international trade, good jobs and better standards for workers and communities.

The convention opened with Manitoba Premier Wab Kinew calling on delegates to stand up for workers, protect good jobs and make life

more affordable for working families. He reminded everyone that Canada will never be the 51st state and will always remain true north, strong and free.

Through the week, Steelworkers stood with Rob Ashton during the leadership race. Marty Warren also addressed delegates, reinforcing the importance of keeping labour at the centre of the party.

Delegates elected Avi Lewis as the next leader of the NDP. The USW looks forward to working with Avi and thanks Don Davies for his strong leadership as Interim Leader.





Stop shipping Canadian jobs overseas, says new alliance

A new alliance of telecommunications workers is denouncing the offshoring of thousands of Canadian jobs by major telecommunications corporations, to the detriment of the Canadian economy, as well as Canadians' privacy, security and sovereignty.

The Canadian Telecommunications Workers Alliance - a coalition of Unifor, USW and CUPE, three of Canada's largest unions - is sounding the alarm about this growing crisis and demanding legislation from the federal government to protect Canadians' jobs, privacy and the security of Canada's telecommunications infrastructure.

Over the last 10 years, almost 20,000 jobs in the telecommunications sector

have been outsourced abroad to the United States, India, the Philippines, Egypt and others.

Canada is not only losing thousands of jobs, but the offshoring of services is putting Canadians' data in danger, as large telecommunications companies use subcontractors abroad who aren't subject to Canada's rules and protections, and entrust them with instant access to Canadians' personal data.

The telecommunications sector is an essential sector for Canada's security and sovereignty, and a vital component of our national infrastructure. Canada, simply put, would not function without it. We cannot allow it to be compromised by increasing foreign operational control.

Honouring Leo W. Gerard's legacy

On March 12, members and staff from USW District 3 gathered in Toronto to honour the life and legacy of Leo W. Gerard, C.C., and to say goodbye to a true giant of the labour movement.

Leo dedicated his life to fighting for working people, strengthening our union, defending good jobs and ensuring workers had a powerful voice at the bargaining table and in our communities. His leadership helped shape the USW into the strong union it is today.

The memorial brought together union leaders, family and friends to celebrate Leo's extraordinary life and lifelong commitment to working people. Remarks were

shared by Marty Warren, Roxanne D. Brown, Ken Neumann, Carol Landry, Napoleón Gómez Urrutia and Leo's brother, Raymond Gerard, among many others who shared stories and reflections on his remarkable legacy. Greetings were also sent by B.C. Premier David Eby.

Watch Leo's tribute at usw.to/5nd.



Malik Umar Draz, USW Local 2014 members and volunteers celebrating Eid and strengthening community connections together in Saskatoon.



Rob Ashton connected with USW Local 7619 members during his cross-country tour en route to Winnipeg's NDP convention.



Steelworkers joined allies in Vancouver to defend public health care and stand up for workers, seniors and patients.



New USW Local 1-405 unit ratified first collective agreement with Lizard Creek Lodge and Slope Side Lodge at Fernie Ski Resort.

USW welcomes combustible dust safety reforms

The USW welcomes long-overdue reforms to British Columbia's combustible dust safety regulations.

At its November 2025 meeting, WorkSafeBC's Board of Directors approved significant amendments to Part 6 of the Occupational Health and Safety Regulation to modernize how combustible dust hazards are regulated in British Columbia. The changes move away from a narrow,

material-specific approach and establish a comprehensive, risk-based framework that applies to all combustible dusts across industries.

The new requirements include mandatory combustion risk assessments, written combustible dust management programs, stronger controls on ignition sources and dust accumulation, and enhanced training and worker consultation. The

amendments will come into force on Jan. 4, 2027.

"For years, Steelworkers have called for action particularly when it comes to combustible dust," said Scott Lunny, USW District 3 Director. "While it has taken far too long, these changes are an important step toward preventing future tragedies."

Bargaining highlights

MOLYCOP KAMLOOPS

Local 1-417

- 16% wage increase over five years.
- Increases to hot meal allowance, shift differential, first aid premiums and benefits.
- Major improvements to severance language.
- Seven paid sick days, paid out if not used.

CIVIC SERVICE UNION 52

Local 1-207

- Four-year contract.
- Total wage increase of 11.25%
- \$250 increase to the wellness account.
- Improvements to December office closure language providing five consecutive paid days off.

KENNAMETAL INC.

Local 2009

- Five-year contract.
- Total wage increase of 14%.
- Increase to group medical to \$500,000.
- Increase to AD&D to \$60,000.
- Changes in hours of work.
- Strengthened language in various provisions.

DARLING INTERNATIONAL CANADA INC

Local 9074

- Ratified first collective agreement.
- Wages increases - Drivers: 10% over contract. Helper & truck washers: 6% over contract.
- Incentive driving rates locked in for current Deadstock Drivers.
- All jobs will now be posted by schedules, route preferences and bid by seniority.
- Set shift schedules.

- \$100 bonus for working Saturdays.
- Company cell phones for drivers.
- \$1.00/hr training premium.
- \$1.00/hr grease drum premium.
- \$1.00/hr off-shift premium (other than day shift).
- \$300 boot allowance every year.
- \$300 safety glasses every 24 months.
- \$80/day out-of-town (overnight) travel allowance.
- Layoff and recall rights.
- Union buy back leave.

CNL

Local 174B

- Wage increases: 4.0%, 3.5% and 2.5% retroactive to April 1, 2025 (including retirees).
- Lead-hand premium increased to 10%.
- Sick days carry-over provision.
- On-call pay increased from \$35 per 24 hours to \$96 per 24 hours.

LIZARD CREEK LODGE AND SLOPE SIDE LODGE AT THE FERNIE SKI RESORT

Local 1-405

- Ratified first collective agreement.
- Three-year contract.
- Paid sick leave and mental health leave.
- Paid bereavement leave.
- Stronger contracting out protections
- Health and wellness spending account.
- Wage increase: 3.75% in the first year, with retroactive pay back to January 1, 2026.
- Job protection language for bargaining unit work.
- Improved seniority and job posting language.

- New employee orientation: half-hour paid meeting with a job steward within the first week of hire.

LA-KWA SA MUQW FORESTRY LIMITED PARTNERSHIP (LFLP)

Local 1-1937

- Six-year contract, retroactive through to June 14, 2030.
- Wage increases of 19 per cent and 22 per cent for production and trades.
- Key protections against the erosion of union work by non-union employers, resolving the main cause of the strike.

CAMECO - KEY LAKE AND MCARTHUR RIVER

Local 8914

- Three-year contract.
- 15.5% general wage increase (8.5% retroactive to Dec. 29, 2025).
- Increases to shift and lead hand premiums.
- New \$3/hr and \$5/hr premiums to address attraction and retention of hard-to-fill positions.
- 20% increase to paramedical coverages.
- 80% increase to mental health services.
- Increases to optical and dental benefits.
- Company to remit both company and employee portions of DC Pension contributions while employees on unpaid statutory leaves (parental, maternity, family caregiver, compassionate care, etc.).
- Doubled the size of Contracting Committee.
- Listing of all recognized journeyman trades positions.