

2025

Members' Report



Table of contents

<i>Another year of global Steelworker solidarity in action.....</i>	<i>P. 2</i>
<i>Celebrating forestry workers' achievements in India: a decade of solidarity</i>	<i>P. 4</i>
<i>Life after the factory closure: Honduran women rebuilding their future</i>	<i>P. 5</i>
<i>An innovative approach to supporting Coast Salish youth</i>	<i>P. 6</i>
<i>Building worker solidarity across North America in uncertain times</i>	<i>P. 7</i>
<i>Emergency relief / Food banks</i>	<i>P. 8</i>
<i>SHF 2025 finances</i>	<i>P. 9</i>
<i>Partners map</i>	<i>P. 10</i>

Another year of global Steelworker solidarity in action

In 2025, the Steelworkers Humanity Fund (SHF) continued to support partners in Canada and more than a dozen other countries, providing emergency relief in times of need and advancing programs that tackle the root causes of inequality.

Throughout the year, the SHF engaged USW members across Canada on issues of global solidarity and the work supported by their contributions, by visiting local unions, area councils, and district meetings and assemblies. In 2025, the SHF directly engaged nearly 700 members across 27 events in a variety of settings, including presentations, courses, workshops, exchanges, and other meetings, often with the participation of our international partners.



The team of the General Central of Workers (CGT, in Spanish), a labour education partner of the SHF in San Pedro Sula, Honduras.

As such, the SHF continues to play a key role in creating spaces within the union for members to hear about the importance of solidarity on a global scale. This was the case in April 2025, when partners from around the world travelled to Las Vegas to attend the latest USW International Convention. One of them was Kalpona Akter of the Bangladesh Center for Workers' Solidarity (BCWS), who spoke eloquently about the ongoing fight for democracy and workers' rights in her country, a struggle that Steelworkers in Canada have supported through the SHF for over a decade.

This Annual Report documents worker-to-worker exchanges, from Canada to Mexico, and all the way to India. Year after year, Steelworkers and SHF partners working in similar sectors or for the same multinational employer continue to share experiences and learn from one another's struggles. These common experiences are also reflected in the sisterhood, as seen in a new SHF project supporting women working in the garment industry of Honduras who have been organizing to fight for their rights, and in the potential of Indigenous youth to move communities forward, as shown by the work of the Kw'umut Lelum Foundation with Coast Salish youth in Canada.

The SHF turns 40 in 2026, and it is far from slowing down. We invite you to read our Special 40th anniversary report, which explores what Steelworker solidarity has achieved globally and why it matters now more than ever.

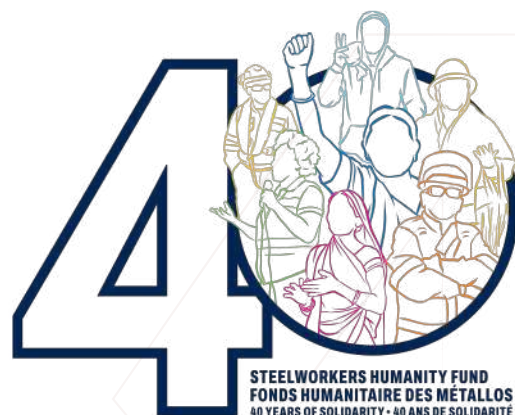
The report is available at: usw.ca/40-years



Political mural in the Honduran capital, Tegucigalpa.



Sharen Brownson, President, USW Local 9422, welcoming Guadalupe Paniagua, representative of the National Network of Women in Mining of Bolivia, to the Impala Mine near Thunder Bay, Ont.



Celebrating forestry workers' achievements in India: a decade of solidarity



USW Canadian Wood Council delegation to India accompanying long-time partner Building and Wood Workers' International (BWI) to local partner visits.

Long-term project partnerships create meaningful international alliances and sustainable development for workers and marginalized communities. The Steelworkers Humanity Fund (SHF) marked 10 years of working with the Building and Wood Workers' International (BWI), empowering forestry workers and local unions across India.

This alliance has connected Canadian union activists from the USW national Wood Council with BWI India local affiliates that represent millions of informal workers in the forestry sector, "pluckers" who collect Kendu and Sal leaves (used in the fabrication of bowls and bidi cigarettes, among others) in Indian states including Gujarat, Odisha and Maharashtra. This grueling seasonal work, where women make a large portion of the workforce, has become increasingly challenging due to changing weather and rising temperatures. With support from the SHF, BWI India's affiliate unions have successfully enrolled and regularized thousands of informal workers into state welfare boards and social benefits trusts. These efforts have

provided direct financial assistance to support the livelihoods of rural Indian families and mitigate economic insecurity.

BWI India has also led efforts to achieve critical improvements in occupational workplace health and safety (OHS). The project funded by the SHF has integrated climate justice into its labour education activities, empowering workers to organize against escalating environmental hazards like extreme heat stress and to join a broader international workers' rights campaign – Too Hot to Work. In sectors like forestry or construction, where informal workers face inadequate workplace safety protections that can lead to tragic occupational fatalities, belonging to a union and receiving OHS training makes a life-or-death difference.

To witness firsthand the long-term impacts of these efforts, a group of seven Canadians from the USW Wood Council and SHF travelled to India in October 2025. The delegation visited several parts of the country, interacting directly with nursery plantation workers, local forestry supervisors, and participating in a meeting with over a hundred Kendu leaf pluckers. Delegates also met with a leading women's rights organization, visited painting trades programs and a school founded to eradicate child labour practices in rural communities. Delegations like this give USW members an opportunity to see how global solidarity is put into action and to reflect on the common struggles faced by workers worldwide.



Rajeev Sharma, South Asian Projects Director at BWI, at a child labour prevention school in the state of Uttar Pradesh, India.

Life after the factory closure: Honduran women rebuilding their future



From left to right, Rosa Quiroz, Martha Urbina, Yessenia Figueroa, Marylu Morales, former maquila workers and women rights activists with Bufete de Abogadas por la Justicia, Honduras.

The garment industry is a major source of employment for workers in Honduras. Women make up over half of the maquila workforce in factories in industrial cities like San Pedro Sula, where companies manufacture clothing sold in Canada.

In the wake of the COVID pandemic, a challenging scenario has emerged as many factories have closed, resulting in approximately 33,000 stable jobs disappearing in just a few years. While the causes of the closures have been driven by a variety of factors, one undisputed pattern is that transnational corporations have shifted production to cheaper regional alternatives, such as Nicaragua or El Salvador. Left behind in this profit-driven race to the bottom are thousands of women, many heads of households, trapped in legal battles for unpaid wages, benefits and social security protections.

This is the reality of trade union activists Marylu Morales and Yessenia Figueroa, who worked for more than 25 years at Delta Apparel, a factory that abruptly closed its doors in late 2024. Along with hundreds of former co-workers, they have been left with few options, as women confront a job market marked by age discrimination and the toll of years of repetitive work, including chronic musculoskeletal illnesses. Yet despite these challenges, women continue to organize and leverage their knowledge and experiences with the support of new Steelworkers Humanity Fund (SHF) partner Bufete de Abogadas por la Justicia (Lawyers for Justice).

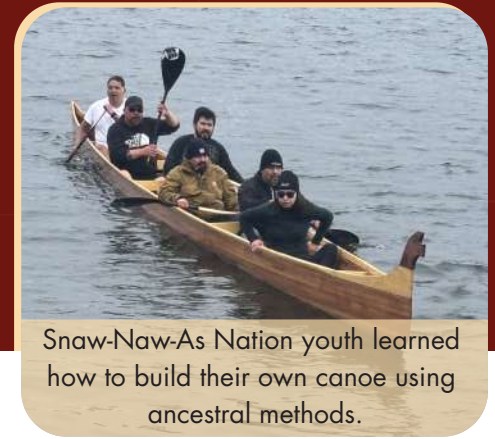
Bufete de Abogadas por la Justicia wants to move workers from isolation to collective empowerment. This small but mighty feminist legal collective provides legal defence, pro bono support and education to laid-off workers, while fostering spaces for participation and mutual solidarity. In 2025, the SHF launched a pilot project creating spaces where workers can continue learning and meeting together. Workers like Mary-Lu and Yessenia can also train other women in their communities, receiving a small honorarium for their work. The approach goes beyond labour standards to include self-care practices that support healing and strengthen a vibrant grassroots women's movement.

With support from this project, women workers in Honduras reclaim their power, proving that while factories may close, the strength of women cannot be diminished.



Damicela Mayes, labour rights lawyer and co-founder of Bufete de Abogadas por la Justicia, at a labour education workshop in San Pedro Sula, Honduras.

An innovative approach to supporting Coast Salish youth



Snaw-Naw-As Nation youth learned how to build their own canoe using ancestral methods.

As Canada continues to face many challenges on the global scale, continued progress on issues affecting Indigenous workers and communities must remain a priority. In this context, the Steelworkers Humanity Fund (SHF) has been building partnerships with Indigenous nations across Canada, reflecting our union's commitment to reconciliation.

Through this work, the SHF connected with the Kw'umut Lelum Foundation (KLF) and launched a pilot project to support youth from nine Coast Salish Nations on Vancouver Island: Halalt, Lyackson, Málexet, Penelakut, Qualicum, Snaw-Naw-As, Snuneymuxw, Stz'uminus, and Ts'uubaa-asatxt.

Just as reconciliation takes time, our hope is that sustained support from the SHF will help KLF deepen its community-led approach and expand opportunities for Coast Salish youth.

As the first Indigenous-owned and led community foundation in British Columbia, KLF has developed its own approach to Indigenous philanthropy to

foster generational change and empower Indigenous youth. Its work is grounded in ancient Coast Salish teachings and values, such as Snuw'uy'ulh (pronounced snu-WHY-uth), which serves as the foundation for living a good life. It is rooted in the belief that culture is central to well-being and emphasizes strength and abundance over scarcity.

Co-developed with Indigenous youth, KLF's "Snuw'uy'ulh for Success" pathway supports programs for the transfer of traditional knowledge alongside practical skills. In 2025, for example, four Snaw-Naw-As Nation youth were mentored by a master canoe carver as they built their own vessel. Through hands-on training, participants learned carving skills as well as the value of apprenticeship, peer support, tool and workspace maintenance, hard work, commitment, and teamwork. Initiatives such as this one help youth build confidence, strengthen identity and self-worth, and deepen their connection to cultural teachings, the land, and the ways of their ancestors.

There are countless initiatives that can help unlock the potential of Indigenous youth. And just as reconciliation takes time, our hope is that sustained support from the SHF will help KLF deepen its community-led approach and expand opportunities for Coast Salish youth to play an integral role in their nation's cultural and economic vitality.

Building worker solidarity across North America in uncertain times

The jobs of thousands of USW members have been plunged into uncertainty due to U.S. tariffs, outsourcing and offshoring. In 2025, the Steelworkers Humanity Fund (SHF) has supported initiatives that help build union-to-union solidarity, which is critical to ensuring workers have a voice.

Over the years, the USW has supported the efforts of the Mexican independent labour movement to organize new unions, with the aim of reducing the enormous gap in wages and working conditions that have made relocating to Mexico so appealing for corporations, kept Mexican workers in poverty, and put pressure on labour standards in Canada.

As part of those efforts, the SHF organized worker exchanges to help build these connections, alongside funding projects to promote labour rights in Mexico. A key initiative that took place last year allowed unions from both countries to discuss the impacts of the U.S. tariffs, share information on governments and employers, and develop shared demands ahead of the review of the Canada-U.S.-Mexico Agreement (CUSMA).

In September 2025, leaders from two long-time SHF partners in Mexico – the Mineros union and the Frente Auténtico del Trabajo (Authentic Labour Front, or FAT), visited USW area councils and locals in southern Ontario and Quebec to meet



with Steelworkers who share the same employers. As a direct result of that visit, Local 9042, representing workers at the electrical and auto parts manufacturer Eaton in the Greater Toronto Area, sent a message of solidarity to their Mexican counterparts. Days after leading a tour of an ArcelorMittal facility, Local 7536 hosted an “international solidarity rally” featuring the Mexican trade unionists. Another highlight for the Mexican delegation was to participate in a forum with ArcelorMittal locals from across Quebec and visiting a plant in Montreal, hosted by Local 9399.

As economic unpredictability continues to reshape industries across the continent, SHF-led exchanges show that workers are stronger when they organize across borders. By building direct relationships, sharing strategies and standing together in the face of corporate pressure, unions in Canada and Mexico are strengthening a common fight for fair jobs, dignity and worker-led trade policies.



SHF union partners from Mexico visited USW Area Councils and locals, toured factories to meet members and participated in forums across Ontario and Quebec. [both photos on this page]

Food banks

In 2025, The Steelworkers Humanity Fund distributed

**\$300,000 to 131
food banks across Canada**

In 2025, the Steelworkers Humanity Fund (SHF) increased its annual support for Canadian food banks in response to rising food insecurity driven by job losses, inflation and growing inequality.



Emergency relief

Every year, the SHF dedicates a portion of its budget to emergency relief efforts, supporting communities affected by natural and human-made disasters with essential goods and services such as food, shelter and medical supplies.

Myanmar *April 2025*

\$20,000 donated to Oxfam-Québec to support its humanitarian response following the earthquake in Myanmar.

Canada *Summer 2025*

A total of **\$50,000** donated towards disaster relief in response to the wildfires that ravaged various regions across the country.

Palestine (Gaza) *November 2025*

\$10,000 donated to Action Against Hunger Canada to support its humanitarian relief efforts in the Gaza Strip.

Sri Lanka *December 2025*

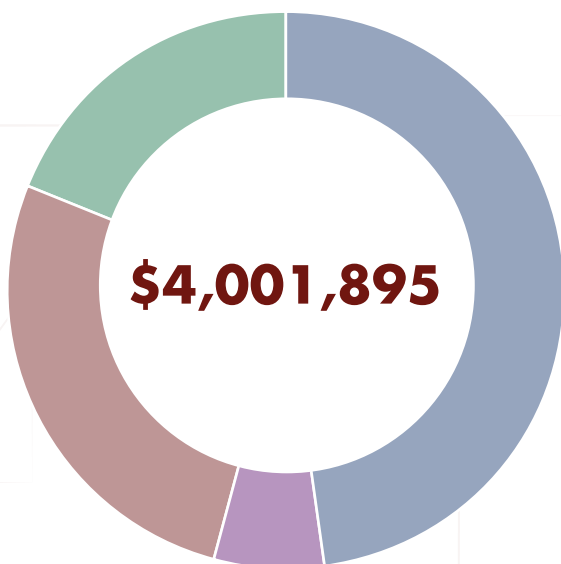
\$10,000 donated to support garment workers and communities affected by Cyclone Ditwah in Sri Lanka.





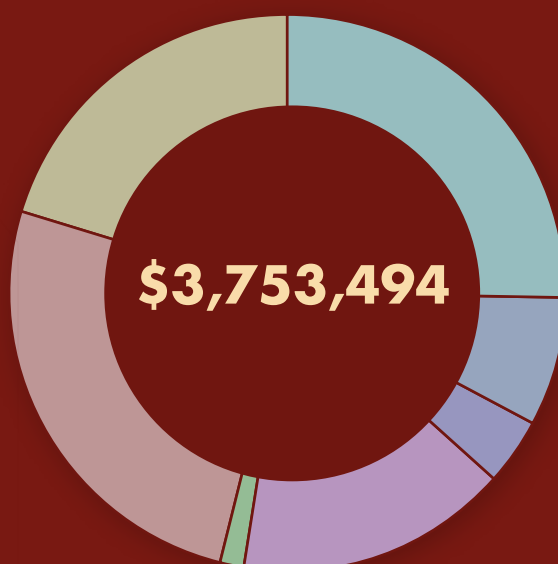
Where our money comes from

- Steelworkers members contributions **(48%)**
- Local union contributions (not through CBA) **(6%)**
- Corporate accountability program **(27%)**
- ESDC grant for Mexico Labour Solidarity Project **(19%)**



Where our money goes

- Canadian and international projects **(25%)**
- Food banks/other charitable organizations **(7%)**
- Climate change and other emergency relief **(4%)**
- Project support and development **(16%)**
- Administration **(2%)**
- Corporate accountability program **(26%)**
- Mexico Labour Solidarity Project **(20%)**



YOUR CONTRIBUTIONS AT WORK AROUND THE WORLD

2025

VOS CONTRIBUTIONS AU TRAVAIL DANS LE MONDE

CANADA



- CNCA – Canadian Network on Corporate Accountability / RCRCE – Réseau canadien pour la reddition de compte des entreprises
- Common Frontiers
- Réseau d'aide aux travailleuses et travailleurs migrants agricoles du Québec (RATTMAQ)
- Qajukturvik Community Food Centre
- Horizons of Friendship / Horizons d'amitié
- Jeunes musiciens du monde
- Maquila Solidarity Network (MSN)
- Projet accompagnement solidarité Colombie (PASC)
- Breaking the Silence (BTS)
- Comité pour les droits humains en Amérique latine (CDHAL)
- Kw'umut Lelum Foundation
- Workers' Action Centre (WAC)
- York South-Weston Tenant Union

CENTRAL AMERICA/AMÉRIQUE CENTRALE



- Comité Fronterizo de Obreras (CFO), **Mexico / Mexique**
- Frente Auténtico del Trabajo, **Mexico / Mexique**
- Los Mineros, **Mexico / Mexique**
- Red de Mujeres Sindicalistas (RMS), **Mexico / Mexique**
- EMIH - Equipo de Monitoreo Independiente de **Honduras**
- Bufete de Abogadas por la Justicia, **Honduras**
- Central General de Trabajadores (CGT), **Honduras**
- Union Network International (UNI Global), **El Salvador**

SOUTH AMERICA/AMÉRIQUE DU SUD



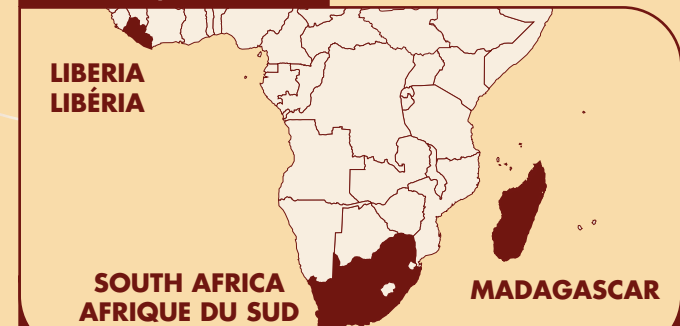
- Fundación Aribí, **Colombia / Colombia**
- Vida Viva Network **Colombia** / Réseau Viva Vida **Colombie**
- CED-INS, **Colombia / Colombie**
- **Colombian** Metalworkers Union / Syndicat des métallurgistes de **Colombie** (SINALTRAMETAL)
- THANI, **Peru / Pérou**
- Mining Union Federation of **Peru** / Fédération des Syndicats miniers du **Pérou** (FNTMMSP)
- Red Nacional Mujeres y Minería, **Bolivia / Bolivie**
- Flora Tristan, **Bolivia / Bolivie**

ASIA/ASIE



- BCWS – **Bangladesh** Centre for Worker Solidarity / Centre de solidarité ouvrière du **Bangladesh**
- Building and Woodworkers International (BWI), **India** / International des Travailleurs du Bâtiment et du Bois, **Inde**
- ACORN International, **India** / **Inde**
- Institute of Cultural Affairs (ICA), **Nepal** / Institut des affaires culturelles (IAC), **Népal**

AFRICA/AFRIQUE



- Benchmarks Foundation, **South Africa** / Fondation Benchmarks, **Afrique du Sud**
- ILRIG - International Labour Research and Information Group, **South Africa** / Groupe international de recherche et d'information sur le travail, **Afrique du Sud**
- Camp for Peace, **Liberia** / Camp pour la paix, **Libéria**
- Sendika Kristianina Malagasy (SEKRIMA), **Madagascar**

OTHER NOTABLE CONTRIBUTIONS / AUTRES DONS SIGNIFICATIFS

- New Traditions Music (Wheel It Studios)
- Centre international de solidarité ouvrière (CISO) - 50th anniversary / 50^e anniversaire
- Coalición de Movimientos y Organizaciones Sociales de Colombia (COMOSOC)
- Rights Action (Honduras Solidarity Network)
- Workplace Health Without Borders
- Asociación de Desarrollo Económico y Social (ADES) El Salvador, Canadian Speaking Tour / Tournée pancanadienne
- Food Matters Manitoba
- Hamilton Steelworkers Area Council – Operation Backpacks / Opération sacs à dos
- Justice and Corporate Accountability Project (JCAP)



**STEELWORKERS
HUMANITY FUND**
40 years of solidarity

**FONDS HUMANITAIRE
DES MÉTALLOS**
40 ans de solidarité

Steelworkers Humanity Fund • 800-234 Eglinton Ave. E., Toronto, Ontario M4P 1K7

Phone: 416-487-1571 • Fax: 416-487-9308

humanityfund@usw.ca • www.usw.ca/shf

Registered Charity Number: 11917 2278 RR0001