

A MAGAZINE FOR MEMBERS OF THE UNITED STEELWORKERS

USW@Work

FALL 2026

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**STEELWORKERS HUMANITY FUND
40 YEARS OF SOLIDARITY**

UNITED STEELWORKERS
USW
MÉTALLOS

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ON THE COVER:

Steelworkers Humanity Fund partners from around the world. Pictured in the 40th anniversary logo, clockwise from the top: Fidel Contreras Francisco, agricultural temporary foreign worker, Northumberland County, Ont.; Guadalupe Paniagua Choque, regional leader at the National Federation of Mining Cooperatives (FENCOMIN), Bolivia; Anthony Randrianandrasana, President, SEKRIMA union, Tolanaro, Madagascar; Calna McGoldrick, former manager of the Sault Ste. Marie Soup Kitchen, Ont.; Miyela Riascos, Aribí Socio-Environmental Foundation, Buenaventura, Colombia; Athenkosi Skeyi, activist from the Qandu Qandu community settlement in Cape Town, South Africa; centre: Jashoda Ben, Self Employed Women's Association (SEWA), India. Background images: 2018 Global Union Youth Exchange to Cuba (top) and 2025 Steelworkers Humanity Fund delegation to India with the USW Wood Council.

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With courage, determination and solidarity

I've never been prouder to be a Steelworker.

As I write, Donald Trump's tariff war against Canada's economy, workers and our industries continues. For more than 18 months, critical industries – in the economy and for our union – have faced a dizzying array of tariffs. Our union has been clear and consistent throughout this time: all tariffs are unjustified against Canada.

In my view, this tariff war has nothing to do with protecting American jobs or industry. Quite simply, it's a Ponzi scheme to pay for President Trump's reckless leadership of the U.S. economy. He's using tariffs against long-standing allies to pay for unprecedented tax breaks for the rich and his big business buddies through his "Big Beautiful Bill." And now the U.S. must also confront the cost of the Iran war and a \$40 trillion national debt.

By the time you read this, who knows what the extent and impact of these reckless and unnecessary tariffs on Canada will be. In the face of these attacks, Canada rightly fought back to protect Canadian jobs, industries, culture and sovereignty. I support the retaliatory tariffs we implemented. It's the right move to stand up and fight for future generations. As I look at this Trump attack, I can tell you the Steelworkers and broader labour movement know what it takes to fight back. Nothing we've won has ever been handed to us. History shows that our members' courage, determination and union solidarity is how you fight back against companies, giant multinationals and now a foreign government that wants to destroy our jobs, economy and future.

Canadians know the labour movement has courage and strength; like our members show when forced out on strike or after being locked out – experiencing short-term economic pain to build long-term economic power and gain. What Canadians face with the tariff war is no different. We must come together, have the courage, strength, determination and solidarity to fight a trade war we didn't start or want, to create a better future for all Canadians.

As Leo Gerard would say: "If not us, then who? If not now, then when?"

If not all Canadians, then who will protect our economy, our jobs and Canada's future? If not now, then when? Many generations have faced enormous challenges and now it's our time to stand up and fight back for Canada.

All we do know is we're under unprecedented attack. And that Steelworkers are standing strong against that attack, not only here in Canada but the international union as well.

A few months ago, the *Toronto Star* ran a front-page story about International President Roxanne Brown standing up for Canadian workers as Trump continued to raise tariffs and implement new ones. She acknowledged American workers have suffered under so-called free trade. But, crucially, "Canada has never been the problem."

Rather than imposing further tariffs, we should instead work together with our Canadian allies to limit illegal trade practices.”

President Brown acknowledges that our countries must come together and fight unfair trade side-by-side to protect North American jobs and our integrated economy.

I agree.

As your Canadian National Director, I continue to urge Ottawa to negotiate from a position of strength, rapidly diversify Canada’s trading partners and embrace a national industrial strategy. At the same time, it should invest in key sectors like steel, aluminum, lumber, mining and manufacturing to support Canadian workers, communities and industries.

“Our members’ courage, determination and union solidarity is how you fight back against companies and now a foreign government that wants to destroy our jobs, economy and our future.”

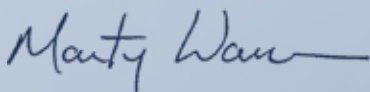
Our demands, and those of the broader labour movement, are being noticed by politicians of all stripes. The government is acting on several fronts. But there’s much work yet to do to better meet the needs of workers and help our economy weather Trump’s senseless (and, according to the U.S. Supreme Court, illegal) trade war.

Issues like this are why I’m proud to be a Steelworker. Because whether someone works in industries directly affected by tariffs or ones that aren’t, we will never stop defending well-paying jobs in safe workplaces. It doesn’t matter if the White House, hostile provincial governments or ruthless companies attack, Steelworkers will always fight back.

And it’s issues like this that we’ll discuss and debate at the USW National Policy Conference in Montreal next February. Grassroots activists from across Canada and from every sector where we work will focus on how to best defend good jobs, create new ones and build a better future for all workers.

Registration for the conference is already open. We’ll be better and stronger the more activists and the more locals who can be there. I look forward to seeing many of you, old friends and new, then.

In solidarity,



Marty Warren
USW National Director



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TRADE WAR: CANADA CANNOT GO BACK TO BUSINESS AS USUAL

FIGHTING BACK AGAINST TRUMP TARIFFS

In August, the Canada–U.S. trade war that began early last year entered a new phase.

Over the past year and a half, the Trump administration has repeatedly found new ways to impose tariffs on Canadian goods. Steel, aluminum and copper face tariffs of up to 50%, while forestry, autos and a growing list of other sectors remain under intense pressure.

After Canada rejected last-minute U.S. terms in August that would have left Canadian workers and industries worse off, negotiations were suspended and new 50% tariffs took effect on more than \$28 billion in Canadian exports.

Our union made it very clear that no deal is better than a bad one that locks in tariffs and restrictive quotas or sacrifices Canadian jobs and industries. Based on reports about the negotiations, Canada was right to hold the line.

The federal government quickly announced new worker supports, financing for affected businesses and matching

counter-tariffs. These measures are important, but need to be part of a larger strategy. Public support for industry must be conditional on maintaining and creating Canadian jobs and keeping production here, while worker supports must help keep people working through the disruption.

Tens of thousands of Canadian workers have already been affected by this trade war, along with the communities that depend on these jobs. We cannot simply wait for the old trading relationship to return.

We need to protect workers now, invest in Canadian industrial capacity to make more of what we need domestically, enforce our trade laws and diversify trade with reliable partners.

The lesson of this trade war is increasingly clear: Canada must build an economy strong enough to withstand American economic pressure – and workers must be at the centre of that strategy.

Workers at Interpro Pipe and Steel in Regina, Sask., are members of USW Local 5890.

Roxanne Brown leads fight for a worker-centred trade deal

Since her election as USW International President last March, Roxanne D. Brown has emerged as a prominent voice defending Canadian and American workers threatened by a senseless trade war.

The first woman and Black person to lead the USW, Brown has made media headlines across North America for her demands that U.S. and Canadian trade representatives negotiate an agreement that, above all, prioritizes workers in both countries.

“Put workers first,” Brown told journalists in September in Montreal, during a meeting of the USW International Executive Board.

“This conflict is hurting jobs. It’s hurting facilities. It’s hurting communities in both countries,” she said. “We need both governments to get back to the table and find a constructive path forward. The relationship between our two countries is too important to be defined by division.”

Brown also drew widespread media attention in July when she and the president of the International Association

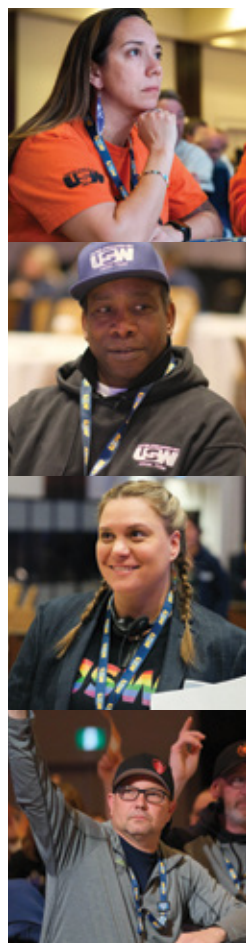
of Machinists wrote a joint letter to the U.S. Trade Representative, urging the American administration to reconsider tariffs on Canadian exports and negotiate a sensible trade deal.

All our news on the USW fightback:

usw.ca/fighting-trump-tariffs



U.S. and Canadian trade representatives must negotiate an agreement that will “put workers first,” USW International President Roxanne D. Brown told journalists in Montreal in September.



Our ECONOMY Our FUTURE

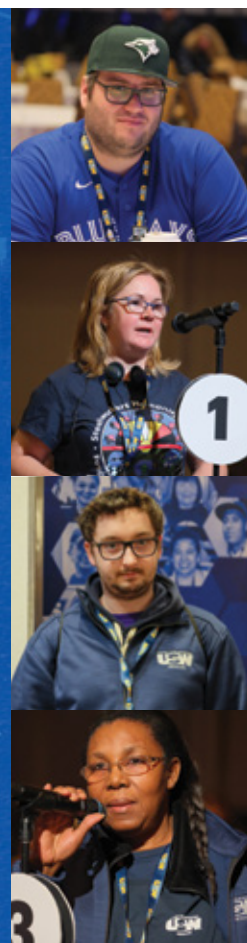
UNITED STEELWORKERS
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United Steelworkers 56th National Policy Conference

Feb. 23-26, 2027 • Montreal

Visit usw.ca/npc2027
for details and registration.

SOAR, NextGen, Federally Regulated Workers and
USW Wood Council members – there are events for you
preceding the USW National Policy Conference.



Each year, USW members at hundreds of workplaces across Canada, covering virtually every sector of the economy, negotiate strong collective agreements that protect health and safety and improve wages, benefits and working conditions.

Recent settlements include:



Local 8922 • Milestone agreement for 12,500 Quebec security guards

The 12,500 Steelworkers working for private-sector security agencies in Quebec ratified a five-year agreement with the sector's highest-ever wage increases – a total of 17%. The contract also boosts first-aid certification bonuses and mileage allowances, streamlines the path to permanent employee status, defines mandatory overtime provisions and guarantees 32 consecutive hours of rest per week. Thanks to Quebec's sector-wide decree system, the contract's terms apply to 22,000 workers, regardless of union status. As a result, non-union employers cannot weaken working conditions to undercut unionized security agencies.



Locals 6500, 6200 • Historic gains at Vale in Sudbury and Port Colborne, Ont.

Local 6500 in Sudbury and Local 6200 in Port Colborne, Ont., representing nearly 3,000 workers at mining giant Vale, negotiated five-year agreements with wage increases of up to 25.7%, ratification bonuses of \$4,000 and additional wage hikes if inflation exceeds a cost-of-living minimum guarantee. Gains also were made on pensions, short-term disability and health benefits, wage progression for skilled trades, contracting-out and tech change language, and vacation scheduling. The Local 6200 agreement also restores eligibility for future retiree health benefits for all members.



Local 8914 • Cameco, Key Lake, McArthur River, Sask.

More than 530 members working at Cameco's Key Lake and McArthur River properties – the world's largest high-grade uranium mining and milling operations – ratified a three-year agreement with 15.5% wage increases (including 8.5% retroactive to December 2025), increased shift and lead hand premiums, added new premiums of \$3 to \$5 to attract and retain workers, and significant improvements to benefits, pensions and contracting out provisions.



Local 2009 • Industrial Equipment Manufacturing, Surrey, B.C.

A three-year deal provides members with total wage hikes of 6.75%, a \$1,500 signing bonus, improvements to vision care, safety boot allowances, weekly indemnity benefits, overtime meal allowances and first aid attendant premiums, and a new territorial acknowledgment. Members manufacture bulk material handling equipment for many industries, including mining, oil and gas, forestry and port infrastructure.



Local 6185-13 • Western Labrador Rail Services, Wabush, N.L.

A four-year deal includes total wage increases of 14.5%, with 5% in the first year, while cost-of-living adjustments could add another 1.5% in the final year. The agreement provides three additional personal flex days, doubles life insurance coverage for members and dependents, improves benefits, and adds \$1,500 to travel pay. Members provide rail services to mining companies operating in Labrador and Quebec's North Shore region.



Local 6687 • Canadian Copper Refinery (CCR), Montreal

The 375 members at the CCR Montreal East plant, which refines copper and precious metals, ratified a three-year contract with total wage increases of 9.25% and significant gains on pensions and benefits. Improvements also were achieved on vacation entitlement, overtime provisions and other contract language.



Local 9074 • Simplot Canada, Portage la Prairie, Man.

More than 300 members who produce potato products including french fries, hash browns and tater tots have a new three-year contract providing total wage increases of 9%, increased bereavement leave and improved vacation provisions to support members' travel to their home country or for other personal needs.



Locals 4610-01 • PepsiCo (FritoLay), Cambridge, Ont.

Some 65 truck drivers and shunters responsible for delivering FritoLay chips and snacks produced in Cambridge, Ont., ratified a three-year contract providing total wage hikes of 8.5% and improvements to their defined-benefit pension plan and health benefits. Members also negotiated increases to other components of their compensation package, including shift premiums and allowances for overnight drivers.



Local 7065 • Bio-Énergie AE Côte-Nord, Port-Cartier, Que.

Steelworkers employed at Bio-Énergie AE Côte-Nord ratified a four-year contract providing 20% wage increases, including 11% in the first year. The contract also improves safety protection, including an increase in paid time off for the union's health and safety representative. The plant converts residual forest biomass into liquid biofuel.



Local 5917-35 • SEIU union staff representatives

A five-year contract features total wage hikes of 12%, with a possibility of additional increases during the term, as well as improvements to bereavement leave, per diems, travel reimbursements, personal spending accounts and various contract language. Members work as SEIU union staff representatives in Saskatoon, Moose Jaw, Swift Current and Winnipeg.



Local 2020 • Alouette Bus Lines, Sturgeon Falls, Ont.

Following a courageous, two-month strike that brought attention to serious flaws in Northern Ontario's student transportation sector, school bus drivers ratified a three-year contract improving wages and working conditions. The agreement includes signing bonuses and increases to hourly wages to \$21.35 over the term, from \$18.10 prior to the labour dispute.



Local 9400 • Sheraton Laval Hotel, Laval, Que.

The 250 Sheraton Laval Hotel workers won a five-year agreement providing 24% wage increases – including 10% in the first year – and a lump-sum ratification payment equivalent to 2% of annual wages. The contract improves severance pay, allowances for safety shoes, regular shoes, vacation entitlement and introduces an option to bank time off for working statutory holidays.



40 YEARS OF SOLIDARITY BUILDING THE NEXT FOUR DECADES WITH THE STEELWORKERS HUMANITY FUND

This year, the Steelworkers Humanity Fund (SHF) proudly celebrated its 40th anniversary. It was formed in 1986, a time when unions were beginning to fully realize the importance of international solidarity. By negotiating “penny-an-hour” contributions into collective agreements, local unions locked in a low-cost, high-impact commitment to power long-term transformative work.

Since being incorporated in 1986, it’s grown into a respected charitable organization supporting social justice, combatting poverty and defending human rights, in Canada and across the globe.

The SHF puts Steelworkers’ solidarity into action. It provides emergency support to communities in critical times of need, builds worker alliances across global supply chains and advances programs that tackle the root causes of poverty and inequality.

Since its founding, it has supported 217 Canadian food banks. Almost \$25 million has been invested in international co-operation projects across 25 countries, as well as in programs supporting food security, housing advocacy, Indigenous sovereignty and migrant workers’ rights in Canada.

These initiatives have helped Steelworkers build meaningful relationships with workers and communities around the world, strengthening collective power across borders.

Anniversary event brought allies together

On June 26, Steelworkers members, leaders, staff and allies came together to celebrate its 40th anniversary and reflect on the SHF’s role in a new and changing world.

Participants reflected on how trade wars, artificial intelligence, labour market restructuring, misinformation and political polarization are reshaping the conditions under which workers organize and build solidarity.

While global supply chains have linked workers more closely than ever, building meaningful relationships across industries, regions and countries remains an ongoing challenge.



The discussion made it clear Steelworkers are ready to meet these challenges. And workshop participants identified priorities to ensure that the fund's work remains current, connected and impactful for USW members.

Participants agreed the SHF's greatest strength lies in its ability to respond to immediate crises while also investing in long-term solutions that address the root causes of inequality. While members emphasized the importance of making funding available for emergency aid, they also affirmed the need to respond to systemic issues such as housing affordability, food insecurity, climate change, displacement of people, poverty, gender inequality and the erosion of workers' rights.

Because these challenges transcend borders, the SHF will continue supporting initiatives that strengthen communities here in Canada and around the world.

If you've ever attended an SHF event, you'll know how powerful it is to meet with workers dealing with similar struggles in other countries.

Participants consistently identified worker-to-worker exchanges as an especially powerful tool: using exchanges helps members understand how global politics shape local working and living conditions.

Future priorities

Over four decades, the SHF has developed a strong network of respected international partners who make deep impacts in their communities. Local union leaders play a vital role in connecting members to the fund's work and helping workers understand how global economic and political developments affect their workplaces and communities.

A priority moving forward will be deepening connections with local unions and increasing member engagement in its programs and campaigns.

After 40 years of building international solidarity, the Steelworkers Humanity Fund is ready for the next four decades. With a strategic focus on the priority areas where it can have the greatest impact, it looks to build on successes and do what Steelworkers do best: stand together to make the world a better place.

Watch the video, see photos and read the anniversary special report at usw.ca/humanityfund.

Coming soon! United Steelworkers 56th National Policy Conference



Every three years, the USW in Canada holds its National Policy Conference. The conference brings together hundreds of USW members from across the country, from all sectors, to debate and decide our union's priorities.

The 2027 policy conference will be held from Feb. 23-26 in Montreal.

What happens at the conference?

The conference takes place over three-and-a-half days. It begins with an Indigenous welcome, the national anthem and remarks from USW National Director Marty Warren.

Delegates will hear from inspiring guest speakers, including USW International President Roxanne Brown.

Steelworkers will debate and vote on resolutions that set the union's priorities for the next three years.

Who should attend?

USW local unions decide how many delegates to send. If you're interested in attending, let your local union executive members know so you can find out how your local selects its delegates.

How to submit resolutions

Locals can submit resolutions to be debated. Each resolution covers a single topic, ranging from trade and economy to political action, education, Indigenous rights, health and safety and more. Resolutions need to be passed by local unions and submitted by Nov. 13.

A look back

Back in 2023, delegates talked about the inspiration they derived from the conference.



"I'm connecting with other women working in industry."
– Sharen Brownson, USW Local 9422, Roseneath, Ont.

Prior to the policy conference, there'll be events for retirees (SOAR), young workers (NextGen), federally regulated workers and Wood Council members.

Join us in Montreal in February! Learn more at usw.ca/npc2027

Welcome to the Steelworkers!

USW organizing successes

Every year, workers choose to join the Steelworkers due to our strong record creating healthier, safer and more respectful workplaces and negotiating better working conditions. Recent USW organizing successes include:

S3-K9 Inc. security services, Quebec

A two-year organizing campaign led to province-wide certification for 500 security guards working for S3-K9 at various sites. The company has a strong presence in the health-care sector in the Quebec City and Estrie regions.

Wiidookodaadiwin Services, Kamloops, B.C.

The USW is immensely proud that workers at Wiidookodaadiwin Services, an Indigenous-owned and operated organization, chose to join our union. It provides care and support for youth and young adults in Kamloops and surrounding communities who face complex challenges including mental health struggles, substance use disorders, developmental disabilities and trauma.

Weyerhaeuser TimberStrand, Kenora, Ont.

This spring, the USW welcomed 147 workers at the Weyerhaeuser TimberStrand mill, who voted by a 97% majority to join the union.

DF Barnes, St. John's, N.L.

DF Barnes workers, who do a range of jobs in construction, fabrication, maintenance and industrial services, voted by a 92% margin to join the USW.

Western Forest Products Value-Added Division (WFP VAD), Chemainus, B.C.

The workers, who perform essential work at WFP VAD's mill and kiln-drying operations, decided this spring to join Canada's strongest forestry union.

Kemira Water Treatment Solutions, Varennes, Que.

After witnessing improvements negotiated by their unionized co-workers, the company's drivers recently chose to join their colleagues as members of USW Local 7625.

Porter Airlines, Toronto

In April, 146 customer service workers for Porter Airlines at Pearson International Airport were certified as USW members.

Heritage House, St. Jacobs, Ont.

In May, 120 workers at the Heritage House long-term care facility joined our union, at the same time becoming members of the USW District 6 Health Care Council.

Permanent Software Group Canada, Winnipeg

These tech workers, who design, install, and support point-of-sale systems used by North American retailers, won union certification in June, assisted by Manitoba's card-check certification legislation.

P&H Milling Group, Hamilton

Truck drivers at P&H's huge flour mill operations at the Port of Hamilton joined the USW in June after receiving federal certification.

BWXT Precision Manufacturing Inc., Oakville, Ont.

BWXT employees joined our union in June, following in the footsteps of USW colleagues at BWXT's operations in Cambridge, Ont. The workers provide services including designing, manufacturing, commissioning and servicing nuclear power generation equipment.

Habitat Services, Toronto

Habitat Services employees, who provide housing and support services to individuals living with mental health and addiction challenges, joined the USW ranks last spring.

Workers interested in joining the USW
can find information at usw.ca/join.

INSIDE A DRIVERLESS MINE

QUEBEC MINERS LEARN VALUABLE LESSONS FROM BRITISH COLUMBIA COLLEAGUES

The mine of the future is already operating near Logan Lake, B.C., where 250-tonne driverless trucks handle the loading of ore and waste rock at the massive Highland Valley Copper (HVC) open-pit mine – the largest copper operation of its kind in Canada.

The giant Caterpillar trucks follow one another with impressive precision on their way to the pit, where they are loaded by a human-operated excavator shovel. The driver's seat in each truck remains empty, with a blue light indicating the vehicle is moving on its own, along a virtually mapped route.

The Teck-owned HVC mine has been gradually introducing autonomous-driving trucks since 2019. As the first hard-rock mine in the world to have used this technology, it also serves as a pilot mine for Caterpillar, which tests its autonomous mining trucks in a region that experiences heavy snow. Currently, about two-thirds of the trucks at HVC operate without drivers. The entire fleet is projected to be autonomous by 2028.

This past spring, a delegation of 15 USW members from Quebec's mining sector travelled to B.C. to learn their colleagues' experiences at HVC, who are represented by USW Local 7619.

The Quebec delegation says it was a defining experience that provided knowledge and guidance which will assist them

when they are inevitably confronted with issues related to autonomous vehicles and artificial intelligence in their own workplaces.

Fighting for jobs

Lessons learned by the Quebec Steelworkers include the success of Local 7619 members at HVC in negotiating collective agreements that preserve unionized jobs and ensure a fair transition for workers.

When Teck first raised the idea of continuously operating autonomous trucks at HVC in 2018, the union's executive board faced a dilemma, recalls Local 7619 President Kyle Wolff.

"They were going to implement the technology, with or without us," said Wolff. "So, we thought, 'if they want to spend millions on technology, it's not our job to tell them no, it's our job to negotiate that every single high-paying job that comes with it will be unionized.' That's where we saw success."

The union was determined to ensure members would benefit from the company's plans and that strong safety protocols would be implemented. However, a standoff ensued when the employer indicated it wanted to implement the new technology on its own terms.

The union's response included reporting every safety incident, big or small, to provincial workplace health and safety regulators. Eventually, the parties agreed that issues



would be addressed through a joint labour-management working committee.

The union fought hard to ensure new jobs would be unionized – including in control rooms and the installation of infrastructure such as cellular networks and digital beacons.

The clear message, said Wolff, was: “You won’t get your continuous loading and operations until we are guaranteed that it will be Steelworkers doing the work.”

The union’s proactive role to protect members’ interests included invoking technological change provisions previously negotiated in its collective agreement.

The joint labour-management committee had reviewed job descriptions in 2019, leading to a letter of agreement stipulating that jobs created as a result of autonomous vehicles would be unionized.

Ultimately, the union’s efforts have helped ensure membership growth. Local 7619 now has more than 1,200 members, compared to roughly 1,050 in 2018. And membership is expected to increase further going forward.

How and where union membership increased:

- Autonomous driving requires an efficient, specialized cellular network, for which several telecommunications technician positions have been created.
- Beacons must be installed to create a digital map of the terrain, creating new jobs.
- Roads must be in top condition, resulting in a doubling of maintenance staff.

- Autonomous trucks must be in perfect condition, but mechanical issues tend to occur more frequently due to sudden stops. That requires more mechanics to maintain the fleet and ensure it runs smoothly.
- When visitors or contractors enter the secure zone, they must be accompanied by a worker trained in security protocols, creating new road escort positions.

Lessons learned

Some of the lessons learned by Quebec Steelworkers who visited USW Local 7619 members at Highland Valley Copper in British Columbia include:

- Workplace health and safety is never negotiable.
- Provisions in collective bargaining agreements must be quickly incorporated to ensure union involvement and influence.
- Determine where work is and will be done and ensure these jobs are covered by the collective agreement.
- It’s more difficult to automate positions with broader job descriptions.



District 5 Steelworkers from Quebec’s mining sector visited colleagues from USW Local 7619 at Highland Valley Copper near Logan Lake, B.C., to learn from their successes in confronting the introduction of autonomous mining vehicles in their workplace.

STEELWORKERS' ACTIVISTS WINNING MAJOR TRADE VICTORIES

In 2022, following years of political lobbying led by the USW, Canadian unions won the right to file complaints with federal trade authorities and to seek remedies to combat illegal foreign trade practices that have long devastated domestic industries and jobs.

In the ensuing years, Steelworkers have participated in many such complaints. They're filed initially with the Canada Border Services Agency and then can proceed to further investigation and a ruling by the Canadian Industrial Trade Tribunal (CITT).

The USW has won several major rulings at the CITT that have defended the livelihoods of tens of thousands of our members and the communities they support. These victories have seen the CITT impose duties and tariffs to prevent dumping of foreign steel, aluminum, wood and other products into the Canadian market.

Key to these victories is the crucial and compelling evidence submitted by USW members across the country, demonstrating how unfair trade practices cause real harm to their jobs and local economies.

One such example is a recent CITT decision extending anti-dumping duties on steel rebar from several foreign

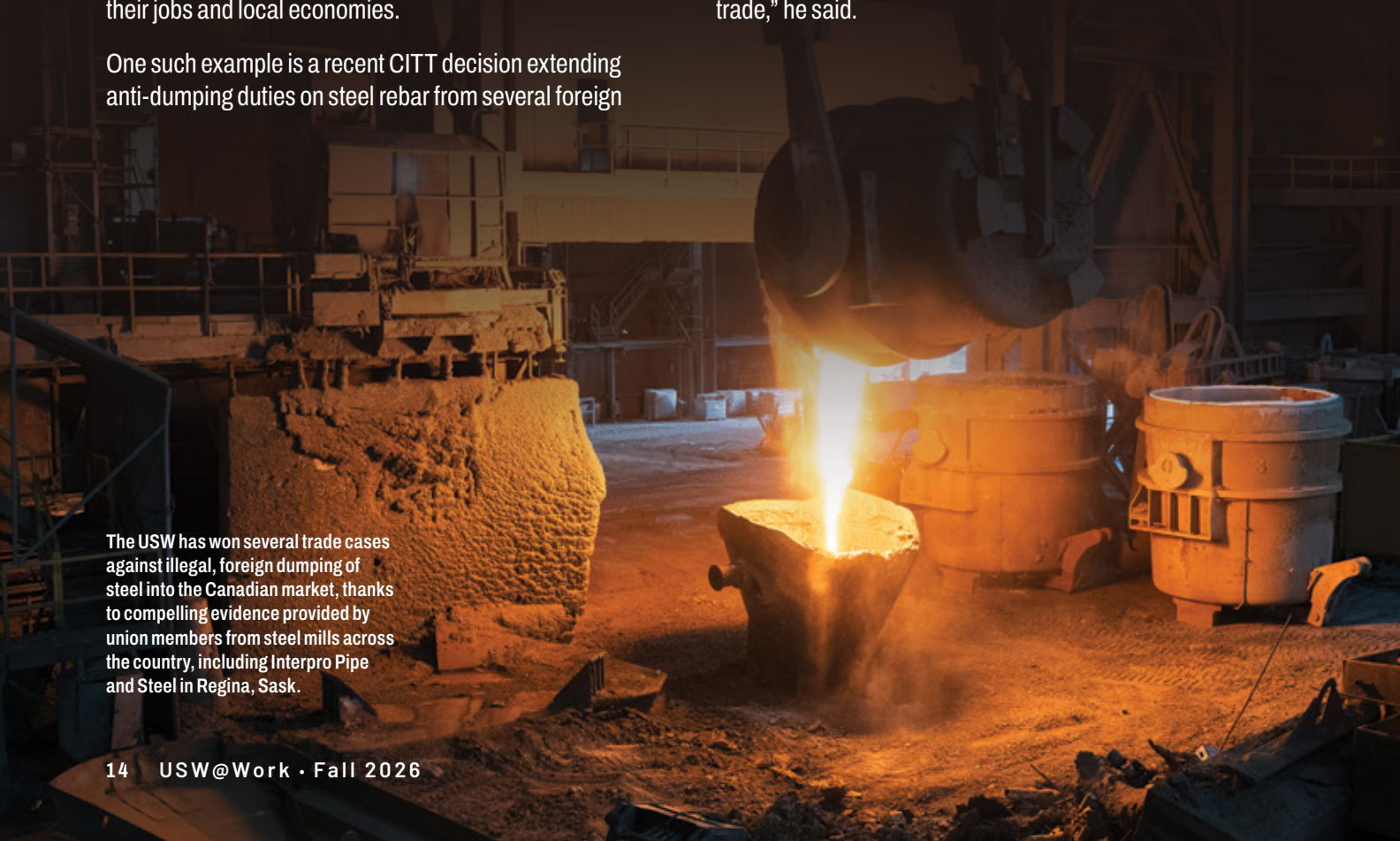
producers. The decision came after members from seven USW locals, spanning all Canadian districts, provided evidence that unchecked foreign dumping would significantly harm domestic producers, workers and their communities.

These successive victories only reinforce our union's commitment to fight unfair trade. At the time of writing, the USW had seven steel-related cases before the CITT, covering products manufactured at a dozen plants, including heavy plate, pipes and tubular goods, grinding media, steel racks and rebar. An eighth case targets foreign dumping of plywood products.

"Our members are not only winning important trade complaints, they're making the case to governments that we need more decisive action to protect Canadian workers, jobs and industries," said USW National Director Marty Warren.

"Steelworkers across the country will continue to lead the way in pushing for a broad industrial strategy that provides stronger worker supports, increases demand for Canadian-made products, builds our industrial capacity and diversifies trade," he said.

The USW has won several trade cases against illegal, foreign dumping of steel into the Canadian market, thanks to compelling evidence provided by union members from steel mills across the country, including Interpro Pipe and Steel in Regina, Sask.





SYLVAIN CORMIER

GET TO KNOW USW ACTIVISTS

**FINANCIAL SECRETARY
LOCAL 4466, DISTRICT 5**

**TIO MINE, RIO TINTO FER ET TITANE
HAVRE-SAINT-PIERRE, QUE.**

After 25 years as a Steelworker, and with retirement in sight, Sylvain Cormier is not slowing down one bit when it comes to his union and community activism.

For Sylvain, union activism goes hand-in-hand with many other roles he has played in his community – kids' sports coach, service club volunteer, credit union board member and municipal politician, to name a few.

"I believe strongly in my union, and in my community," he says. "It's about helping people, defending their rights and interests."

Sylvain joined the USW in 2001 when he took a job as a day labourer at the Tio mine north of Havre-Saint-Pierre, Que., operated by Rio Tinto. He's also held several other positions, all while diving headlong into union activism. A former Local 4466 Vice-President, since 2018, he's held the dual roles of Financial Secretary and health and safety rep.

Being a USW activist is a privilege and a source of pride, he says: "I'm proud to be a Steelworker because the union invests a lot, not only in defending workers,

but in defending the interests and the human rights of all people."

Sylvain is in his fourth term as a municipal councillor in Havre-Saint-Pierre, an isolated town of about 3,400 in Quebec's North Shore region. It is known as the heart of the region's "Cayen" community, where descendants of Acadians who fled to the area in the 1850s still speak a distinct variety of French and are immensely proud of their heritage.

"I'm a municipal councillor because I love helping people," says Sylvain. "We're a small town, far from everyone else, but we make it clear that we contribute to Quebec's economy, and we deserve the same services as everyone else."

Sylvain's message to young Steelworkers is that getting involved in their union and their community will be a rewarding experience.

"I always say, 'don't do this work just for praise – do it because you believe in it.' It has to be a passion, a calling."



Members of the USW at the FCEF-funded sugar shack event in Sainte-Julienne, Que.



Deepen your union connection

Has your local ever considered something it could do outside of regular business, but tabled it because of the cost?

Well, here's your chance: the USW Family and Community Education Fund (FCEF).

If your union local contributes to the fund, it's eligible to receive money from it. Your idea just has to have an active educational component.

What is the FCEF?

Since 1989, thanks to contributions from participating local unions, the FCEF has supported activities like union-themed family fun days, where locals host picnics with educational games for members and the wider community. It also subsidizes local unions so they can send young and new members to district and national conferences.

What is the union to you?

Maybe you've never been to a meeting of your local union, except when it's headed into bargaining or voting on a new contract.

How do unions reach members who don't come to meetings or think of themselves as union members? That's the idea behind the FCEF: To offer ways, funds and education so locals can deepen their relationships with members and explain what the union is and does to a broader community.

How much?

Here's an example. A USW local applied to the FCEF for **\$1,000** to rent a theatre to show the movie *Westray*, about the fatal mine disaster. After the screening, the audience participated in a workplace health and safety discussion.

A local in Quebec organized a gathering for 900 members, retirees and families from four union locals at a sugar shack. The event included a sit-down meal, interactive information booths about union services and an educational treasure hunt for kids with prizes.

Local unions that have held FCEF-funded events report that organizing these initiatives uncovers future leaders and increases member involvement.

What's your idea? Build solidarity, develop leaders, offer valuable education to members and the community with the support of the FCEF. Find out how your local can become a contributor. Learn more at usw.ca/fcef.

Ottawa promised to stand with workers – now it must deliver

When the summer edition of *USW@Work* was being written, the Liberals had just secured a narrow majority. Since then, eight MPs have resigned: four Liberals, two Conservatives, one New Democrat and one member of the Bloc Québécois.

As we now write, by-elections have been held in three of those ridings. On Aug. 31, the Liberals retained two seats in B.C. and Ontario and gained a Conservative seat in Quebec, strengthening their majority. Five ridings remain vacant, with the government required to call by-elections within six months of each vacancy.

The government now has a stronger hand in Parliament – and fewer excuses not to deliver on its commitments to workers.

That will be tested quickly. Throughout the trade war, Ottawa has promised to protect workers and support affected industries. The next federal budget must turn those commitments into lasting measures that keep people working, strengthen Employment Insurance, expand Buy Canadian policies, build industrial capacity and ensure public support for industry is conditional on maintaining and creating Canadian jobs.

Workers' rights will be another important test. So far, the government has completed two rounds of consultations as part of its Canada Labour Code review. The NDP has also put forward three bills to amend the Labour Code: one to

repeal section 107 (used by the government to end strikes or intervene in labour disputes), one to strengthen protections against employer-dominated unions and one to close the anti-scab loophole exposed during the USW Local 1944 strike at Rogers in Abbotsford, B.C.

The government should draw inspiration from these bills in its broader Labour Code reform and strengthen collective bargaining and workers' rights – not weaken our constitutionally protected rights to collective bargaining.

Ottawa has said it will stand with workers. With the power to act, it now has to show workers what those promises mean in practice.



Members visiting Ottawa during Stand Up For Steel Conference. (From left to right) Bill Slater, Meg Gingrich, NDP MP Heather McPherson, Kevon Stewart and Marc Ayotte.

District 3 update



Solidarity is how we defend our jobs, our union, our country

Lately, it feels like we are continually under attack. Tariffs, Trump and threats to our sovereignty. Employers who are under pressure, or just trying to exploit a good crisis, are taking a hard line at the bargaining table. Costs are rising and services are being diminished in our communities. It can seem like there is no end in sight.

As Steelworkers, we have a vehicle to take on all of this. It's our union and it's fueled by solidarity.

Our unity across provinces and territories and diverse industries gives us strength. It is bolstered by our cross-border solidarity, which was on display recently when Canada hosted our International Executive Board in Montreal. Our unity as a voice for workers across the continent was clear.

We call upon our strength as Steelworkers to face challenges. That strength is built at our District School, held again in Cranbrook, B.C., this year, where members from locals across our district build new skills, knowledge and solidarity through week-long classes covering safety and health, arbitrations, facing management, human rights and globalization.

Our solidarity is also built at events like the USW National Anti-Racism Summit, hosted by District 3. And we are stronger when we support our bargaining committees, whether it's at a Nutrien potash mine in Saskatchewan or a Starbucks store in B.C.

USW solidarity shines when we make workers' issues ballot-box issues, whether it's the Alberta referendum on separation or municipal and school board elections in cities and towns across the West.

Solidarity is having each other's backs. It's how we defend our jobs and our rights. It's how we make progress for regular folks at work, at home, in our communities and around the world.

Our slogan clearly expresses the values we live every day: Unity and Strength for Workers!

In solidarity,

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

Scott Lunny
USW District 3 Director
(Western Canada and the Territories)

District 3 was proud to support this year's Labour Day BBQ in Yellowknife and stand in solidarity with Steelworkers, workers and our labour family across the Northwest Territories.



District 5 update



Restoring social dialogue

With a large group of new legislators elected, Quebec's government has begun a new term in the National Assembly of Quebec.

Union members and workers still bear a rather bitter taste from the most recent session, which was marked by laws that restricted the right to strike (Bill 14) and interfered in union activities (Bill 4). The previous government openly sought to weaken unions as a countervailing force that defends workers against the enormous power wielded by employers. It sought to muzzle unions by preventing them from challenging laws, participating in social movements and leading public campaigns. It also interfered in the internal operations of unions and their democratic processes.

In the midst of a tariff crisis, with our jobs under threat and the spectre of a looming recession, the previous government chose to malign workers and their unions rather than reach out to them to find solutions together.

Enough is enough! The new government must clean up the mess and restore Quebec's traditional social dialogue. We've always been able to find common ground to move forward. It's one of our society's greatest strengths. We're able to talk to one another and stand united.

Workers want good jobs that provide a decent living, quality public services, and a healthy economy that works for everyone – not just the wealthy. To achieve this, workers and their unions must be involved in decision-making – at all levels.

Restoring social dialogue, however, begins with one essential first step: repealing the anti-worker legislation passed by the Coalition Avenir Québec. We must restore balance in collective bargaining by repealing Bill 14, which undermines the right to strike. We must trust union members to determine the mandates they give to their unions to represent them – without government interference – by repealing Bill 4.

True dialogue is built on respect. The recently elected Quebec government must repeal these two laws.

In solidarity,

A handwritten signature in black ink, appearing to read 'Nicolas Lapierre'.

Nicolas Lapierre
USW District 5 Director
(Quebec)

USW District 5 Director
Nicolas Lapierre
addressing members at a
rally earlier this year.



District 6 update



Stronger Together: District 6 showcases the power of solidarity

Across District 6, Steelworkers continue to demonstrate the power of solidarity through education, community action, organizing and advocacy. From developing new union leaders to supporting members in their workplaces and communities, the past few months have showcased the strength of our union in action.

District 6's annual education event, Spring School, once again brought together hundreds of Steelworkers from across Ontario and Atlantic Canada in Port Elgin, Ont., to learn, connect and build the skills needed to strengthen local unions. Through workshops on collective bargaining, grievance handling, health and safety, human rights, political action, organizing and leadership development, members gained valuable knowledge and practical tools to represent workers better and strengthen the labour movement.

District 6's Women of Steel Committee also continued its commitment to building stronger communities by leading a hygiene product drive to help address period poverty. Members from across the district collected and donated menstrual hygiene products to local organizations, improving access to essential items for women and gender-diverse individuals while reinforcing the committee's commitment to equity and dignity.

The district also welcomed the new Mining and Minerals Workforce Alliance, an initiative that brings together labour, industry, Indigenous partners, governments and educational institutions to strengthen Canada's mining workforce. I serve on the Mining Industry Human Resources Council Board of Directors and represented the USW at the council's launch, helping ensure workers have a strong voice in shaping the future of Canada's critical minerals sector.

Our organizing efforts also continue to build a stronger union. Recent organizing victories include successful certifications at P&H Milling, BWXT Precision, Heritage House and a Hamilton Starbucks. In each campaign, workers chose a collective voice to improve wages, benefits, health and safety and working conditions.

Meanwhile, members of locals 14241-01 at Salit Steel in Niagara Falls, Ont., and 7135 at National Steel Car in Hamilton continue to stand strong in their fight for fair collective agreements. Steelworkers from across the district have shown unwavering solidarity – joining the picket lines, donating to the strike fund and supporting members.

Whether through education, community initiatives, organizing new members, or standing together during difficult times, District 6 continues to demonstrate that when Steelworkers stand together, we build stronger workplaces, stronger communities and a stronger union.

In solidarity,

A handwritten signature in blue ink, appearing to read 'Kevon Stewart'.

Kevon Stewart
USW District 6 Director
(Ontario and Atlantic Canada)

District 6 Director Kevon Stewart attends Minister Patty Hajdu's (Minister of Jobs and Families and Minister responsible for the Federal Economic Development Agency for Northern Ontario) announcement of the Mining and Minerals Workforce Alliance in Nova Scotia alongside representatives from the mining industry, labour and partner organizations.

