

A MAGAZINE FOR THE UNITED STEELWORKERS UNION

USW@Work

WINTER 2021



***Ken Neumann
reflects on decades
of working-class
activism***

Sudbury mine rescue

***USW wins landmark
ruling for young workers***

***Combatting stress
and burnout***

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ON THE COVER:

USW National Director Ken Neumann waves after addressing delegates at the USW International Convention in 2017. (Photo: Steve Dietz)

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International trade union movement combats global greed

Even before I got involved in our great union, I understood that working people have power when we join together for a common cause. Solidarity is why we are a strong union in Canada and the United States and it is the foundation of trade unionism around the world.

This is why I am such a steadfast supporter of international unions like ours and the global trade union movement. Global trade unionism is the antidote to the greed of multinational corporations who know no loyalty to a nation or workforce, and are not bound by geography or regulations.

In the five decades I have been a Steelworker, capitalism has evolved, but so have we.

Our union works through global labour union federations and has established strong-as-steel ties with like-minded unions such as Los Mineros in Mexico and Unite the Union in the U.K. Together, we formed Workers Uniting, bringing together 3 million workers on two continents.



While our struggles may not be identical, we are all connected in the fight for stronger health and safety, decent and fair wages and benefits, retirement security, gender and racial justice and representation, addressing discrimination and harassment on the job, union security, and dealing with the climate crisis and what it means for good jobs now and in the future.

Just as Steelworkers have contributed to the successes of workers around the world, workers elsewhere have helped us here. As just one example, in 2012, when members working at Rio Tinto in Alma, Que., were on strike, we worked with IndustriALL to lead a global campaign to take on this huge corporation. Protests at shareholder meetings in the U.K. and Australia helped end the strike, and subsequent negotiations between IndustriALL and Rio Tinto helped resolve conflicts in other workplaces worldwide.

We have also been active in supporting union activity and workers' rights in the global south. The Steelworkers Humanity Fund was working with partners in Bangladesh even before the 2013 Rana Plaza collapse that claimed 1,134 lives and injured 2,500 other workers. Since then, we have supported on-the-ground advocacy with garment workers – including our recent campaign calling for garment manufacturers to pay workers a living wage.

Corporations have a global outlook and so too must we. Working people – here and everywhere – deserve decent jobs, fairness, respect and freedom from violence and harassment. We all deserve safe jobs where we return home, free from injury or harm.

As I wrap up my time as National Director, I am proud of the work we have done to advance workers' rights and ensure that workers cannot be pitted against each other – wherever we are.

In solidarity, always,



Ken Neumann
USW National Director

Table of contents

Making a minority government work for us • Pages 4-5

Report on the 2021 federal election

Ken Neumann to retire • Pages 6-7

USW National Director reflects on activist career

Bargaining Successes • Pages 8-9

New contracts yield gains for workers

Welcome New Steelworkers • Pages 10-11

Workers join the USW to improve working and living standards

Passage of Bill 59 a dark day for Quebec workers • Page 12

Steelworkers mobilize against rollbacks

USW wins landmark ruling for young workers • Page 13

Student workers win fight for equal pay

The light at the end of the tunnel •

Pages 14-15

Sudbury Steelworkers safe after three days underground

Raising the Bar: Local 1944 Women of Steel confront stress, burnout • Pages 16-17

Online campaign tackles mental health issues in the workplace

New Parliament, same fight for workers • Page 18

Putting workers and families on the agenda

Solidarity with Indigenous communities • Page 19

Union honours first National Day for Truth and Reconciliation

Fight for justice continues for Sam Fitzpatrick • Page 20

Trial investigating tragic workplace death must continue

2021 Multiplying Good Winners • Page 21

Recognizing community activists in our union

Vaccines: the path to get past COVID-19 • Page 22

Navigating workplace policies on vaccination

Making a minority go

FEDERAL ELECTION 2021

Elections are an important part of a functioning democracy.

However, the 2021 federal election results were a universal disappointment. All political parties either lost seats or added only a few – and the results landed us back with a Liberal minority government.

Jagmeet Singh and the NDP had a net gain of one seat ending up with 25 NDP MPs.

USW National Director Ken Neumann joined Jagmeet and the Hamilton-area NDP candidates on Labour Day, to highlight the NDP's plans including paid sick days, a \$20 minimum wage and universal, affordable child care.

Despite the disheartening result, the NDP ran the most diverse team of any party –

the most women and gender-diverse candidates, LGBTQ2SIA+ candidates, racialized candidates and the most Indigenous candidates.

As usual, Justin Trudeau's Liberals claimed NDP policies as their own and used scare tactics to eke out a minority win.

Erin O'Toole and the Conservatives tried to earn support from working-class voters, but voters distrusted his promises based on a track record of attacking workers and unions.

Our union will work with Jagmeet Singh and the NDP to make the minority government work for workers, their families and those who most need a strong voice in Parliament.



overnment work for us

STEELWORKERS VOTE

During the election, our union organized Steelworkers Vote courses – two online and two in-person in Edmonton and Saskatoon.

Participants learned more about politics and why our union supports the NDP in English Canada. Through hands-on volunteer experiences in campaigns, we helped elect two NDP MPs: Blake Desjarlais in Edmonton Griesbach and Bonita Zarrillo in Port Moody-Coquitlam.

The union sent personally addressed Steelworkers Vote mail to members in a number of close ridings, to encourage them to vote and support their local NDP candidate.

The USW hosted two telephone town halls during the election, where members engaged with candidates and heard about the issues

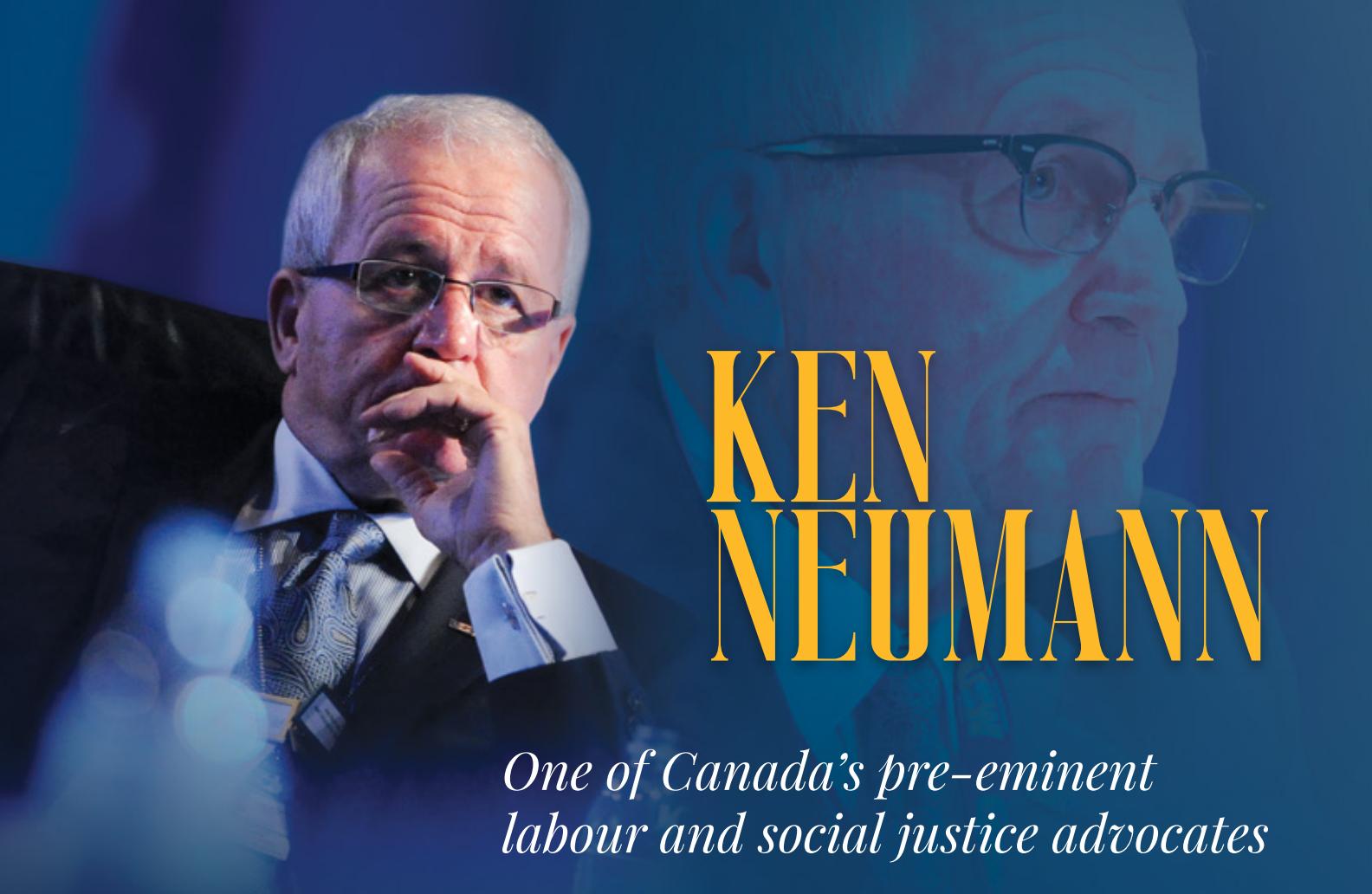
directly from the campaign trail. USW Local 1005 volunteers made calls in Hamilton-area ridings.

Local unions ordered election flyers, placards and Steelworkers Vote merchandise to share with members.

Thanks to all Steelworkers who got involved in this election – as volunteers and as voters. To find out how to stay involved in between elections, please contact communications@usw.ca.



Labour Day in Hamilton: USW National Director Ken Neumann and USW District 6 Director Marty Warren joined NDP Leader Jagmeet Singh for a worker-themed announcement during the 2021 federal election campaign. Photo: Canada's NDP



KEN NEUMANN

One of Canada's pre-eminent labour and social justice advocates

Ken Neumann can only imagine the path his life would have taken if his union had not stood up for him four-and-a-half decades ago. But he is fairly certain things would not have turned out as well as they did.

Neumann was a young worker and hard-nosed USW activist at the Westank-Willock manufacturing plant in his hometown of Regina, Sask., in the 1970s when he was abruptly fired from his job.

"I had been injured in a car accident, and the company used my injury as an excuse to terminate me, saying I wasn't

fit to work there anymore," Neumann recalls. "But I knew the company fired me because of my union activity."

Targeted for retribution, he was suddenly jobless, classified as unemployable by his former bosses. The future looked bleak. Except for the fact he had the United Steelworkers union behind him.

The union filed a grievance and took the case to arbitration. The arbitrator ruled Neumann had indeed been unjustly terminated and ordered that he be reinstated and receive full back pay.

A defining experience

"That really opened my eyes to what the union was all about. I shudder to think what might have happened if I didn't have the union to fight for me. I don't know where I'd be today," Neumann says.

"That's one of the reasons I always say that everything I have, all the opportunities I have had in life, I owe to our union."

That defining experience cemented Neumann's resolve to pursue his passion for union activism and fighting for the rights and interests of fellow USW members and all workers.

"Our staff representative told me back then, 'if you really want to do this, take all the education and training that our union offers, get as much experience as you can.' I took that advice to heart. I learned as much as I could and worked as hard as I could to be a good union rep," he says.

Remarkable career

That commitment shaped Neumann's remarkable, five-decade career as a Steelworkers activist and leader – including the last 17 years as USW National Director for Canada – and as one of the country's pre-eminent labour and social justice advocates. He recently announced he will

retire when his current term ends in March 2022.

Neumann was a teenaged "Saskatchewan farm boy" when he became a member of USW Local 5890 after taking a job at the Ipsco steel mill in Regina. He later joined Local 6166 when he went to work as a miner at Inco Ltd. in Thompson, Man., before returning to his hometown to work at Westank-Willock, where he became a member of Local 4728.

It was in Local 4728 where Neumann forged his leadership skills, taking on numerous responsibilities and eventually being elected president of the local. He was hired as a USW staff representative in 1977 and over the next 12 years earned a reputation for strong, effective service to members in Western Canada.

In 1989, Neumann won a contested election for the position of USW District 3 Director. He held the job in every subsequent district election until he became National Director in 2004.

As National Director, Neumann has led the way in reinforcing the USW's core services to members, in expanding the union's role in political action to defend workers' interests, and in building solidarity in the struggle for equality, justice

and prosperity in Canada and globally.

Under his leadership the USW has organized tens of thousands of new members, achieved historic mergers with the likes of the Industrial, Wood and Allied Workers of Canada (IWA) and the Telecommunications Workers Union (TWU), and developed union alliances on every continent.

As president of the Steelworkers Humanity Fund, Neumann is proud of the fund's ever-expanding efforts – financed by USW members – to support vulnerable workers and communities around the world. He also credits the union's role in fighting for the dignity of injured and disabled workers and helping to create Pacific Coast University for Workplace Health Sciences, the first university of its kind.

As retirement approaches, Neumann says he has no doubt the union will be in good hands with current and future leaders.

"I still remember going to my first union meeting, more than 50 years ago. I was just a teenager, but I knew right away – this union was for me," he says.

"Our union is still here today, defending our members and supporting the leaders and activists who are committed to building on our great legacy."

From Starbucks baristas, to university student workers, to bus drivers negotiating good collective agreements to improve their working



LOCAL 2009 • Starbucks employees brew up first contract

Following a landmark organizing victory that drew international attention, workers at a Starbucks location in Victoria, B.C., negotiated their first collective agreement this summer. The three-year contract includes health and safety language on workplace violence and aggressive behaviour, paid leave for members facing domestic violence situations, hourly wage increases of up to \$2.47 and a lump-sum ratification payment.



LOCAL 1998 • University residence dongs bring the union home

University of Toronto student residence dongs achieved the first collective agreement of its kind at Canada's largest university. The dongs are students who live in residence and who provide vital services and support to fellow student residents. The unique collective agreement codifies and enhances working conditions, including health and safety language, work schedules, leaves, job postings and hiring, and improves the dongs' compensation package which is based largely on in-kind payment for room and board.



LOCAL 9584 • Unionized bakers make more dough

After joining the USW in 2020, employees at the Weston Bakery in Gatineau, Que., were committed to negotiating significant wage improvements to catch up with pay rates at the company's other plants. The new Steelworkers achieved that goal with their first contract, an 18-month agreement providing average wage increases of 12.5%, with the starting wage rate rising by 32%.



LOCAL 2020 • Bus drivers take the wheel on working conditions

After joining USW last year, two groups of school bus drivers in Northern Ontario have achieved their first collective agreements. Drivers at Alouette Bus Lines in Sturgeon Falls achieved pay increases of 11% over four years for regular route rates, 12% for charter rates, and a \$750 signing bonus. Drivers at Northway Bus Lines in Sudbury also reached a four-year agreement, with total pay increases of 10.3% as well as language to provide fairness and improve working conditions.



LOCAL 7625 • Fastener distributors secure major wage adjustments

Workers at Attaches Reliable Fasteners, a hardware distributor in Longueuil, Que., addressed a major pay gap with a five-year agreement providing total wage increases of 26%, including a 16% hike in the first year, retroactive to last January. Improvements were also achieved on night shift premiums, bereavement leave and work schedules.



LOCAL 7884, 9346 • Coal miners extract economic gains

Approximately 2,000 members of two USW mining locals in British Columbia – 7884 (Teck Fording Coal) and 9346 (Teck Elkview Coal) – reached six-year deals providing total wage increases of 15% and a ratification bonus of \$10,000 per member. The agreements also improve paramedical benefits as well as the members' respective pension/retirement plans.

ers, Steelworkers in an ever-growing diversity of occupations are and living standards. Recent USW bargaining successes include:



LOCAL 7625 • Healthy deal for nutrition bar makers

The 450 USW members who produce nutrition and snack food bars at Montreal's Aliments Multibar will earn total wage increases of \$4 an hour over the term of their new five-year contract. The workers also negotiated increased shift premiums, paid lunch breaks, expanded personal leave time and pension and benefit improvements.



LOCAL 4045 • Brass fitting producers assemble three-year deal

Members at Cambridge Brass, a manufacturer of brass fittings for the waterworks industry in Cambridge, Ont., reached a three-deal with general wage increases totalling 5.5% and additional wage adjustments for several job classifications. The contract also improves pensions and health benefits as well as pensioners' life insurance.



LOCAL 360M • Wire makers wind up five-year deal

Local 360M members who manufacture steel wire and other wire products at Calgary's Tree Island Industries made gains and resisted concessions in a new five-year contract. The deal includes contract language improvements, wage increases, stronger health and safety provisions, improved dental benefits and increased RRSP contributions.



LOCAL 6254 • Port, railway workers deliver contract to safe harbour

Workers at SFP Pointe-Noire persevered through 18 months of pandemic-prolonged negotiations to reach their first contract since new ownership took over the railway and port hub in Sept-Îles, Que. The four-year agreement provides annual wage increases of 2.75%, reinstates a cost-of-living bonus, and improves the pension plan and health benefits. The union and employer also will be working together with a view to expanding the operations.



LOCAL 2009 • Casino workers' solidarity prevails when chips are down

Already laid off due to the pandemic, the odds appeared stacked against Chances Playtime casino employees in Abbotsford, B.C., when the company rejected mediation and declared a lockout to try to extract a sub-standard contract. The workers stood strong on the picket line until the employer agreed to resume bargaining, leading to a four-year agreement with wage increases, improved health and safety language and forgiveness of benefit premiums owed by employees, which saved members up to \$1,000 each.



LOCAL 3789-01 • Retirement home workers achieve new gains

Members at Highland Manor Retirement Home in Fergus, Ont., negotiated a three-year agreement providing 6% wage increases over the contract's term, improvements in their vision care plan, uniform allowance and shift premium, as well as two new additions to their contract – a weekend shift premium and two paid personal days per year.

Welcome, new Steelworkers!

Diane Grevatt, a receptionist at Estrimont Suites & Spa in Orford, Que., was immediately impressed when she welcomed a team of USW organizers into her home.

"They were down-to-earth people. Their way of doing things, less confrontational, where you address problems with the boss as they arise, resonated with me," says Diane. "We all want to improve our lot and live in a harmonious working environment."

The USW also appealed to most of Diane's 100 co-workers, who recently voted to leave the CSN labour federation and join the Steelworkers. With Diane as their new bargaining unit chair, they are now looking forward to improving their working conditions in their first round of bargaining as Steelworkers.

Workers in communities across the country are turning to the USW to gain the union advantage and improve their working and living standards. Recent examples include:

Atlantic Gold, Touquoy Mine, Moose River, N.S.: More than 160 new Steelworkers at this Nova Scotia gold mine are now in collective bargaining.

Black Sheep Installations, North Vancouver: A group of some 20 millwrights who work on projects across B.C. unanimously chose USW after being approached by a number of other unions.

Qudra Wood Products, Abbotsford, B.C.: The USW's track record of representation and advocacy for members in diverse workplaces appealed to these 40 workers, who manufacture cedar wood products for residential uses.

Red Chris Mine: Following a protracted process that began in 2019, a committed group of 330 workers at the gold and copper mine near Dease Lake, B.C., persevered and voted by majority to join USW.

University of Guelph: Culminating an 18-month grassroots campaign to improve their working conditions, approximately 150 post-doctoral scholars voted 91% to join USW.

University of Toronto: 30 Residence assistants, commonly known as residence 'dons,' at the university's Chestnut residence voted to become Steelworkers, following another group of dons who previously joined the union.

Wellington Retirement Residence, Medicine Hat, Alta.: Health and safety in the midst of a pandemic was among the issues that motivated these 80 front-line workers to join the union.

Hundreds of long-term care workers choose the USW

Following a protracted legal battle, the Ontario Labour Relations Board (OLRB) has confirmed the democratic rights and the will of 558 employees of long-term care operator CONMED Health Care Group to join the USW.

"This is a tremendous victory for these workers who have waited several months to have their legal and democratic rights recognized," said USW District 6 Director Marty Warren.

"These courageous workers voted by a large majority to join a strong union to achieve their goals of improving their working and living standards. They maintained their solidarity as their democratic rights were challenged by their employer and an employee 'association' that purported to represent them," Warren said.

CONMED and the Christian Labour Association of Canada (CLAC) simultaneously pursued legal challenges trying to thwart the will of the long-term care workers to join the USW. The legal challenges delayed the outcome by months, but ultimately failed, as the OLRB upheld the workers' rights and clear desire to join the USW.

"We welcome these new members to the union and we will support them every step of the way as they prepare to negotiate a good collective agreement with their employer," Warren said.

The workers are employed at four long-term care homes operated by CONMED Health Care Group in southern Ontario – Billings Court Manor in Burlington, Millennium Trail Manor in Niagara Falls, and Crescent Park Lodge and Maple Park Lodge, both in Fort Erie. They include personal support workers, nursing staff, and kitchen and dietary staff.

In a secret-ballot vote, workers voted by a large majority to join the United Steelworkers union and to leave the CLAC. CLAC is not affiliated with, nor recognized by, the federal and provincial labour federations – including the Canadian Labour Congress and the Ontario Federation of Labour – that represent the majority of unions in Canada.

"These workers are the front-line heroes who have gone above and beyond throughout the pandemic to care for our most vulnerable. They deserve a collective agreement that recognizes the vital work they perform every day," said Warren.



Passage of Bill 59: a dark day for Quebec workers

Sept. 30 2021, will be remembered as a dark day for Quebec workers.

On that day the conservative Coalition Avenir Québec (CAQ) government ignored widespread labour and public concerns, as well as unanimous opposition from all other political parties, to enact the most-regressive workplace health and safety legislation in generations.

The CAQ government used its majority in the National Assembly to ram through its corporate-friendly legislation, Bill 59. The new law will weaken longstanding workplace health and safety protections, rather than strengthen and expand protections, as had been expected when the review of existing legislation was launched.

Bill 59 was denounced by the entire labour movement, all opposition parties and groups that defend the rights of non-union workers across Quebec. Steelworkers and the Quebec Federation of Labour led the mobilization efforts against the bill, including a 59-hour vigil at the National Assembly to bring attention to the dangerous health and safety cuts.

When the CAQ initially pledged to "modernize" health and safety legislation, Steelworkers and Quebec's labour movement called for reforms to improve the prevention of workplace injuries, deaths and illnesses, and to extend those protections to workers not covered by existing legislation.

Instead, the government turned back the clock on regulations, particularly in industrial workplaces where stronger health and safety protections are crucial, said Dominic Lemieux, the Steelworkers' Quebec Director.

"By claiming to extend prevention measures to all sectors, the government has instead weakened prevention in the industrial sector, where workers continue to lose their lives on the job. The government put up a smokescreen to hide the fact that workers who were not covered by the previous legislation will not really be protected by the new law either," Lemieux said.

"Employers will now be able to unilaterally decide the terms of prevention measures, which will no longer be subject to approval by joint workplace health and safety committees," he noted.

"The effectiveness of prevention programs will be diluted and the new law removes the minimum amount of time prescribed for the work of health and safety representatives and joint committees."

This new law is a multi-billion-dollar giveaway to corporations, gutting the workers' compensation regime for occupational deaths, injuries and diseases. It will be more difficult to achieve recognition of many illnesses and conditions, while access to rehabilitation measures will be compromised. Long-awaited advances in addressing mental health issues are absent from the legislation.

"Shame on this government for gifting the bosses more than \$4.3 billion over 10 years on the backs of injured workers," Lemieux said.

"This law is a big step backwards. However, we can be proud of the battle waged by the Quebec labour movement, of which the Steelworkers were leaders. We stood our ground, right to the end, and mobilized with all the means at our disposal."



USW wins landmark ruling for young workers

A 14-year battle by Quebec Steelworkers has ended in a landmark court decision that student employees at the ABI aluminum smelter in Bécancour deserve equal pay for equal work.

In 2007, 157 student workers and their union – Steelworkers Local 9700 – filed complaints arguing they should be paid the same wage as casual workers at ABI. The students

The ruling was appealed but was subsequently upheld by Quebec's Human Rights Tribunal. ABI appealed once again, prolonging the years-long dispute until the Quebec Court of Appeal recently upheld the previous rulings. The company has decided not to appeal to the Supreme Court.

The Court of Appeal confirmed that ABI's student employees

that they are pursuing their studies, thus depriving them of the fundamental right guaranteed by the Quebec Charter to receive equal treatment for equivalent work ... The idea that students working for the appellant can be 'discriminated against' because their pay is better than the minimum wage is reminiscent of other outdated ideas," states the ruling by the court's three-judge panel.

"This decision likely will set a precedent, including in non-union workplaces," said USW representative Alexandre Fréchette. "Discrimination is unacceptable, whether it's against youth, women, immigrants or any other group. Steelworkers will always be there to fight discrimination."

"Discrimination is unacceptable, whether it's against youth, women, immigrants or any other group. Steelworkers will always be there to fight discrimination."

were being paid 85% of the wages of casual employees.

Quebec's Human Rights Commission initially ruled in favour of the student workers.

faced discrimination under the Quebec Charter of Human Rights and Freedoms.

"[The students] are paid a lower wage for the sole reason

The light at the end of the tunnel



In the early hours of Sunday, Sept. 26, 39 miners working at Vale's Totten mine in Sudbury, Ont., got stuck underground. It would be the start of a 2.5 day rescue effort made up of USW Local 6500 members, Vale and Ontario Mine Rescue (OMR).

An incident occurred during the shift that affected the shaft and mine cage (elevator) that transports workers in and out of the mine. USW Local 6500, which represents 30 of the 39 miners who were stuck underground, worked quickly with the company and rescue workers to get food, water

and medication to the miners' underground refuge station.

While it was a very difficult time for the miners, their families and co-workers, fortunately, no one was physically injured.

The rescue

Exiting the mine involved climbing a series of ladders over approximately 1,200 metres – more than twice the height of the CN Tower! The rescue crew members worked diligently to bring the miners back up to the surface. They made four trips per

shift, carrying heavy packs of supplies to ensure miners had any necessities.

Once the miners emerged, they were met by a team of on-site doctors who checked on their well-being. As a follow-up, the miners were screened again a few days after their rescue.

Our deepest gratitude

"We are immensely grateful for the tireless work of the rescue crews who helped bring everyone up safely. In Sudbury, we have some of the best rescue crews in the entire



Sudbury miners take principled stand, win two- month strike

Following a two-month strike, 2,500 members of Local 6500 in Sudbury, Ont., beat back concession demands from mining giant Vale and achieved a five-year contract with several gains.

Members stood up for future generations by opposing Vale's plan to virtually eliminate retiree health and medical benefits for all future hires, which provoked the strike on June 1. On two separate occasions, they voted to reject concessionary offers from Vale, and in early August their solidarity prevailed with an agreement that achieved their goals.

The new contract preserves retiree health and medical benefits for future hires, while also providing a minimum wage increase of 13% over the term, pension increases and improvements to contract language and benefits including vision care, bereavement leave and maternity and paternity leave. Members also received a \$3,500 signing bonus and a \$2,500 payment in recognition of their efforts in 2020 when they extended their contract for a year during the pandemic.

world – workers who voluntarily train on an ongoing basis, in case an emergency like this ever happens. Our union and the entire Sudbury community thanks them for their service," said Nick Larochele, USW Local 6500 President.

Our deepest gratitude and appreciation go out to the miners, their families, the mine rescue crew members, OMR and the community of Sudbury for their solidarity during this ordeal.

"Unions have made important advances in mining safety over decades, which is part of why miners found safety underground and were able to be brought to the surface safely," said Marty Warren, USW District 6 Director.

RAISING THE BAR

Local 1944 Women of Steel confront stress & burnout

What began as a response to workers' concerns regarding bathroom breaks has grown into a far-reaching campaign by USW National Local 1944 to educate, engage, mobilize and support members facing workplace harassment, stress and burnout.

In 2020, spurred on by the USW national campaign, Raising the Bar on Women's Health and Safety, the Local 1944 leadership decided to delve into recurring reports of members being called out, harassed and intimidated for taking bathroom breaks during their shifts.

"We were hearing these anecdotal stories about management cracking down on bathroom breaks and other so-called 'abuses of time,'" says Donna Hokiro, President of Local 1944, which represents thousands of telecommunications workers in every region of the country.

A powerful survey

"So we decided to launch a membership survey we called 'To pee or not to pee,'" Hokiro says.

The survey generated a flood of responses, including disturbing accounts of the impact of management antagonism regarding bathroom breaks and persistent pressure to meet performance targets and other unnatural and impossible demands on workers' time.



Materials developed for members by USW Local 1944 to help address burnout.

"We heard stories from members feeling pressured not to take bathroom breaks, members holding it in, getting bladder infections. And it wasn't just bathroom breaks. Members were getting a hard time for other things as well – how long they took to complete their tasks, how many sales they were making, and so on," says Hokiro.

"Members were made to feel 'less than.' But here's the problem with that: no matter how many people are on a team, someone is always going to be on top and someone is always going to come in last. So when companies deploy a system of negative competition, people break. We are not built to withstand a constant onslaught of never-ending demands. The pressure to continually outperform some dreamt-up number, day after day, is just too much, and to not be able to use the bathroom without consequence is simply outrageous," she adds.

"Members told us they were feeling stressed-out, burned-out, harassed, belittled, bullied," Hokiro says. "You know people are being affected when so many of them step up to tell their stories."

"We are not built to withstand a constant onslaught of never-ending demands."

– Donna Hokiro, Local 1944 President

Online resources for members

The Local 1944 Women of Steel Committee also created an online campaign to educate, mobilize, empower and support members facing stress and mental health issues in the workplace, with a focus on burnout.

The campaign includes four publications on the Local 1944 website, offering members extensive information, advice and resources. The publications help members recognize the signs and symptoms of burnout, raise awareness of employers' responsibilities to avoid burnout and deal with the issue when it exists, and assure affected members they are not alone and their issues are real.

The first publication, Burnout, Anxiety, Stress and Depression, focuses on recognizing the signs and symptoms of burnout, resetting, and providing links to educational resources and articles.

The second, Living with Burnout – Self-Care, focuses on self-care and recovery, with links to applications that can lend help and support.

The third, How Burnout Could Affect You at Work, highlights that the problem isn't the worker but rather workplace issues, such as a 'high-performance' workplace and heavier burdens placed on women.

The fourth, When Self-Care Isn't Working, What's the Next Step?, offers advice on the next steps when someone needs to leave the workplace to become well again.

The series of documents and resources has been produced in a manner that clearly articulates the issues and advice, with unique artwork that vividly depicts the subject matter.

Bargaining issues

The union will also be bringing these issues to the bargaining table in negotiations that begin

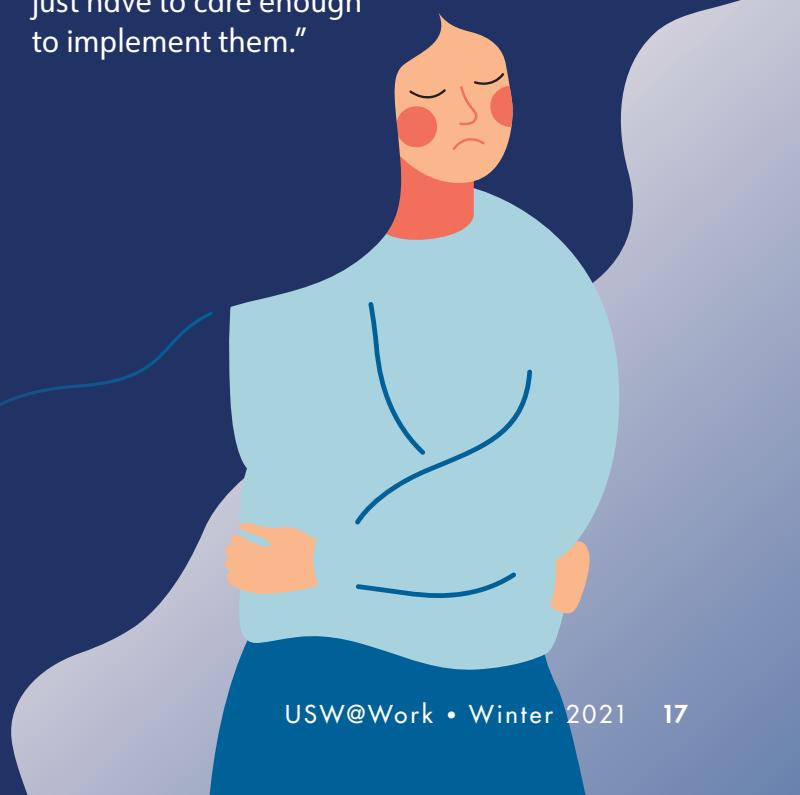


The Local 1944 Women of Steel Committee includes Donna Hokiro, Terika Peters, Alina Gherghinoiu, Gigi Wojdyga, Rachel Worley, Wendy Haill and Natasha Aodan.

this fall on a new collective agreement for the majority of Local 1944 members, Hokiro says.

"Ultimately, we want the employer to rethink some of the things they're doing and we hope we can address these issues in bargaining. We'll certainly be bringing them to the table," she says.

"It's vital, especially now with so many people rethinking their career choices, that employers genuinely listen to their employees and the unions that represent them, if they are sincere about being a best-in-class employer. We understand the issues and we have answers; companies just have to care enough to implement them."



New Parliament, same fight for workers

The federal election is behind us, but the United Steelworkers continue to fight to make life better for our members and all workers.

Unlike a majority government, in which the winning party can push their agenda through for four years, the Liberal government still needs to get the agreement and support of at least one of the opposition parties to pass laws and win votes in the House of Commons. As we showed in the last Parliament, by lobbying and working with the opposition parties – not just the government – we can have a genuine impact on the decisions being made in Ottawa.

By the time you're reading this, Justin Trudeau will have named his new cabinet and Members of Parliament will be back to work in the House of Commons.

We will have heard the "Speech from the Throne" and possibly a budget or fiscal update, in which Justin Trudeau will have announced his priorities. Workers and families need to be at the top of that list. We will be pushing to make sure they are.

Before the election, the USW helped to push protections for workers' pensions in case of bankruptcy. We came close to making those protections the law. We can and will work to do that again. We will also keep fighting for more support for workers through things like making it easier to join a union and banning replacement workers in labour disputes, helping families with better health care and making sure good jobs are protected and created here in Canada.

Even though they kept roughly the same number of seats compared to 2019, Trudeau's Liberals lost the votes of close to a half-million Canadians in this election. So did the Conservative Party. The fact that the NDP was the only major political party to gain support in this election surely sent a clear message to the Liberal minority – people want and deserve a government that delivers for them.

It's a message the United Steelworkers union won't let them forget.



Solidarity with Indigenous communities

The USW is working on Indigenous reconciliation within our union and with local Indigenous communities.

"We wanted to put action to our words and truly begin building the bridges required for healing in our quest for truth and reconciliation," said Cody Alexander, USW Local 9548 President in Sault Ste. Marie, Ont.

For the first National Day for Truth and Reconciliation on Sept. 30, the local partnered with Elders from Batchewana First Nation and Garden River First Nation on a day-long community event for Indigenous and non-Indigenous people focused on reflection and healing.

The local was invited to hold the event on Batchewana First Nation's traditional lands on Whitefish Island. Attendees had the chance to experience drumming, Indigenous teachings and visit the sacred fire.

Local 9548 began its Indigenous solidarity work after holding the USW's Unionism on Turtle Island course in 2020. The local started an Indigenous Circle, that is now recognized in its collective agreement.

The USW Family and Community Education Fund supported the event, and the local donated \$5,000 to Shingwauk Kinoomaage Gamig (Shingwauk University at Algoma University) to support post-secondary programs for Indigenous students.

Elsewhere in our union: USW District 6 launched an *Every Child Matters* T-shirt campaign along with local unions. The campaign raised \$7,100 for Indspire, a national



Don Waboose, Batchewana First Nation Elder and Traditional Knowledge Keeper, with community members attending USW Local 9548's event for the National Day of Truth and Reconciliation on Whitefish Island, Sault Ste. Marie, Ont. Photo: USW Local 9548

Indigenous organization that invests in the education of First Nations, Inuit and Métis people.

In District 5, Steelworkers wore *Chaque enfant compte* orange T-shirts, designed by Innu artist Alyssa Jérôme, on Sept. 30 including in front of the National Assembly in Quebec City.

"I encourage all Steelworkers to take the opportunity to reflect on the painful legacy and impacts Canada's residential school system has had on Indigenous people," said District 3 Director Stephen Hunt in his National Day for Truth and Reconciliation statement.

Awarded for the first time in 2021, five Indigenous USW members received \$1,500 from the Indigenous Scholarship towards their post-secondary education, a project of the USW National Aboriginal Committee.

What Steelworkers Can Do

- Contact your District Education Co-ordinator to request the Unionism on Turtle Island course for your local.
- Learn about the history of Indigenous Peoples and how to acknowledge the land you live on: native-land.ca.
- Read, share and call on your elected officials to implement the 94 Calls to Action in the Truth and Reconciliation Report.

Fight for justice continues for Sam Fitzpatrick



Photo: courtesy of the Fitzpatrick family

On Feb. 22, 2009, Sam Fitzpatrick was crushed to death by a falling boulder on a Kiewit hydroelectric project near Toba Inlet, north of Powell River, B.C.

A WorkSafeBC investigation found a “reckless disregard” for safety on the project as just one day before the fatal rockfall, another boulder had tumbled down the same slope, causing serious damage to a piece of heavy equipment. Despite the safety concerns, Kiewit supervisors ordered Sam and his brother Arlen to work downslope from the area the day Sam was killed.

After the conclusion of the WorkSafeBC proceedings in 2013, police initiated a criminal investigation in 2014. Charges were approved on May 31, 2019. More than 12 years after the incident and after an intensive campaign by Fitzpatrick’s family and the United Steelworkers

union, Peter Kiewit Sons and two former employees, Gerald Karjala and Timothy Rule, were going to trial on Sept. 7, 2021.



Sadly, on Aug. 31, 2021, just a few days before the trial was to commence, the B.C. Prosecution Service (BCPS) announced it had determined that available evidence no longer satisfied the charge assessment and charges in the proceedings were stayed.

The USW is deeply frustrated with the announcement of a stay of proceedings and that the trial is no longer proceeding.

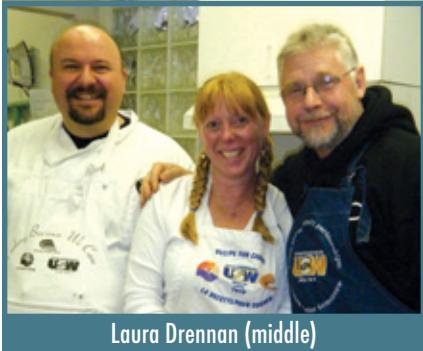
“Every worker deserves the right to go to work, be safe and come home to their families at the end of the day. Sam did not have that chance and he was taken away from the world far too early. Sam and the Fitzpatrick family deserved justice,” said Stephen Hunt, District 3 Director.

Sam’s late father Brian Fitzpatrick came to the union looking for help, although neither he nor his son were members. He came to the union because of our strong record of fighting for health and safety rights for workers.

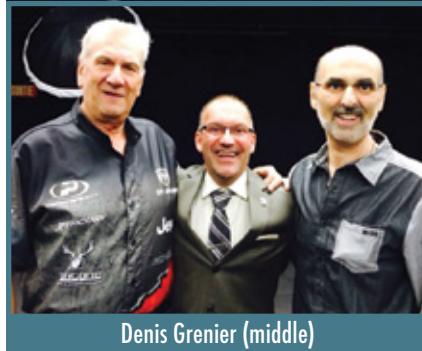
The USW will not give up our fight for Sam. We strongly believe the stay should be reversed and are calling on B.C. Attorney General David Eby to recommence the proceedings as he is empowered to do under Canada’s Criminal Code.

2021 Multiplying Good Winners

Since 2015, the USW has partnered with Multiplying Good (formerly the Jefferson Awards Foundation), to recognize the contributions Steelworkers make in the communities we live in. A winner from each district is chosen by a selection board and awarded a \$500 cash prize towards their charitable cause. Congratulations to this year's winners – our union is fortunate to have you!



Laura Drennan (middle)



Denis Grenier (middle)



USW Local 9329

District 3 – Laura Drennan, USW Local 7619

Over the years, Laura has engaged in countless acts of kindness towards her co-workers, fellow union members and her community. She has also been a leading volunteer at community events and fundraisers, giving of her time and sharing meals. One of those is the United Way campaign that Laura's local union participates in annually, raising millions of dollars donated by Steelworkers and matched by her employer.

Laura is also a trainer/facilitator for new activists, financial training and Women of Steel, mentoring new Steelworker activists. Laura is an alumnae of the Lynn Williams Institute for Labour Studies and Activism, a USW program that builds up cohorts of skilled activists.

District 5 – Denis Grenier, USW Local 9996

Denis Grenier founded Cancer Fermont in 2006 when a friend of his was going through cancer treatments and needed financial help. There was a lack of resources around him, so Denis stepped up and helped his friend fundraise.

From then, the organization grew as more people in the community needed the support. Cancer Fermont's priority is to ease the financial burden on cancer patients and their families, during and after their treatments. The organization assists cancer patients by covering travel costs for treatments or appointments that aren't provided by provincial health insurance, the purchase of wigs, massage therapies, snow removal at their homes and more.

District 6 – USW Local 9329

Members of USW Local 9329 work in a long-term care home in southwestern Ontario. The pandemic hit long-term care homes across Ontario hard but members responded with empathy, courage and strength.

Steelworkers spent breaks and meal times helping residents video chat with their families. They came in early or stayed late and gave up time with their own families as they sat with scared and lonely patients in the last moments so they wouldn't be alone.

Although their hands were full, local union members also continued to contribute to their community. They held a food drive for the local pantry, adopted a family for the holidays and provided other long-term care facilities with food donations for staff.

Vaccines: the path to get past COVID-19

Vaccines protect you. They also protect your family and loved ones. They protect your community, your workplace and our health-care system.

"My happiness in getting vaccinated was much more than my fear," said Maria Santos, Licensed Practical Nurse (LPN) and USW member in Edmonton.

Workplace policies and unions

What rights and obligations do employers have? What are our rights as unionized workers?

Employers have an obligation to take every reasonable precaution to ensure a safe work environment. As part of that obligation, and more generally based on its power to manage the workplace, an employer may impose reasonable rules concerning mandatory testing or vaccination.

Employers must ensure these rules comply with collective agreements and applicable laws, including privacy and human rights legislation.

In the event that a member is disciplined for not complying with a workplace rule, the member may file a grievance. The union will assist the member by gathering the relevant facts and moving the grievance through the procedure set out in the collective agreement.

In the event the union decides to refer the grievance to arbitration, a representative of the union would prepare and present the necessary evidence and arguments.

Not every grievance succeeds at arbitration. Depending on the facts pertaining to the particular decision to impose discipline, an arbitrator may find the discipline was imposed with just cause and dismiss the grievance.

Although members cannot be compelled to accept vaccination and/or mandatory testing, a member who refuses to follow a rule requiring vaccination or mandatory testing may be placed on unpaid leave or terminated and their employer's decision



My happiness in getting vaccinated was much more than my fear.

Maria Santos
USW Local 1-207



SAVE LIVES. GET THE SHOT.



to do so may be upheld by a grievance arbitrator.

What you can do

Be a vaccine ambassador – get vaccinated and encourage those around you to get vaccinated.

Don't judge those who are resistant. Listen. Refer them to reliable sources such as the Public Health Agency of Canada or suggest they talk to their family doctor.

Vaccines are the best chance we have at getting past COVID-19. The benefits of vaccines authorized in Canada continue to outweigh the risks.



Happy Holidays to all Steelworkers and their families

*As this year comes to a close,
we wish all Steelworkers a happy,
healthy and safe holiday season.
We look forward to continuing to
fight for all workers' rights in 2022!*

eINFO



Don't miss a thing!

Receive regular updates on USW news, events and opportunities by registering for our union's email newsletters, e-INFO, D3 Unite or D6 Connect.

Sign up at usw.ca/newsletters to stay up-to-date.

Solidarity in Hard Times

REGISTER TODAY for "Solidarity Looks Like This", a free one-day conference on Feb. 16, 2022. This is the last conference in the Solidarity in Hard Times series.

Join Steelworkers from across the country in a series of interesting workshops, listen to guest speakers and find out how other USW members are expressing their solidarity on issues they care about. Register now at usw.to/feb16.

P.S., There are prizes!



Has your local applied to the Family & Community Education Fund (FCEF)?

USW has a proud history of being active in the communities where we live and work. We want to continue the tradition of sponsoring events, doing community organizing and supporting USW local unions to work in solidarity with community groups.

As pandemic restrictions lift, the FCEF is accepting large-scale project submissions on a rolling basis. Requests for projects under \$5,000 can be submitted at any time.

Find out if your local is eligible and get more information on projects and initiatives that can be funded:

usw.ca/fcef



Congratulations to our 2021 USW scholarship recipients!

Every year, scholarships are awarded to eligible Steelworker members and their children or grand-children. From district-specific scholarships to Indigenous scholarships and Lifelong Learning scholarships – we had a total of 31 incredible recipients this year!

We're proud to be a union that continues to support and help its members and their families pursue these endeavours.

See the full list of recipients at: usw.ca/3wo