

SUMMER 2023



USW members attend a rally to save aquaculture jobs.



Indigenous Engagement Co-ordinators  
Josh George and Julia McKay.

## Steelworkers are making a difference

It's been a very busy spring across District 3 and I want to say thank you to all of our members and local unions for stepping up. The work we are all doing truly has an impact.

Our district continues to organize sawmills and mines, as well as workplaces in the communications, technology and service sectors. We now represent over 225 members in eight Starbucks stores, with more on the way, and we have just achieved the first contracts at Foothills Forest Products, Brenntag and Red Chris mine.

With the help of our worker-friendly government in B.C., we now have a fairer Labour Code and there have been positive changes to the Workers' Compensation Board (WCB) and occupational health and safety regulations, employment standards, sick days, minimum wage and the implementation of Truth and Reconciliation Day as a statutory holiday.

While B.C. has made positive changes, workers in other provinces are falling further behind. That is why we were proud to mobilize our Steelworkers Vote team during the Alberta election, where Steelworkers helped to elect new worker-friendly MLAs to the Legislature. In June we mobilized to knock on doors in the by-elections in B.C. We are pleased to welcome Joan

Phillip as the new MLA for Vancouver-Mount Pleasant and Ravi Parmar as the new MLA for Langford-Juan de Fuca. We look forward to mobilizing later this month in three by-elections in Saskatchewan and again this fall by electing a Manitoba NDP government led by Wab Kinew.

Earlier this spring, over 600 delegates attended our USW National Policy Conference. The theme of our policy conference, "Engage, Mobilize, Organize," spoke to the source of our union's power and our collective ability to make a difference in our workplaces and in our communities.

We have a busy summer and fall ahead, and I encourage all members to get involved by attending Pride, Labour Day and Truth and Reconciliation events in your community. And don't forget to take advantage of educational opportunities such as the annual District 3 school in Cranbrook.

Along with our work at the bargaining table and servicing our collective agreements every day, our expanded efforts to organize, educate our members and engage in political and legislative action make a difference in the lives of workers and their families.

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

Scott Lunny, Director

## Building relationships on the path to reconciliation: USW Indigenous Engagement Co-ordinators

As Julia McKay developed her knowledge and skills as a USW activist, she recognized how Steelworkers and members of Indigenous communities share common values and aspirations.

"I see the Steelworkers kind of like an Indigenous community in some ways," says McKay, an activist with USW Local 9346 in British Columbia who traces her Indigenous ancestry to the Tsim Shian First Nation, based on the B.C. Coast.

Within Indigenous communities, as in the union, "we try to be stewards and we try to educate ourselves, and others," McKay says. "We work together and we support each other and those around us, so that everybody can be better. We try to support our Indigenous and non-Indigenous members and we try to be the best neighbours we can be to our Indigenous communities."

The potential for building relationships based on those shared values and aspirations is a key reason why McKay wanted to be part of a new project proposed by the USW National Indigenous Committee.

More at [usw.ca/indigenous-engagement](https://usw.ca/indigenous-engagement).

## Upcoming events

July 18-21, 2023  
**Steelworkers Vote**  
*Regina, Sask.*

Aug. 1-19, 2023  
**2023 Rolling Barrage Ride**  
*from NL to Vancouver*

Aug. 6, 2023  
**USW @ Vancouver Pride Parade**

Sept. 3, 2023  
**USW @ Calgary Pride Parade**

Sept. 4, 2023  
**Labour Day**

Sept. 6-9, 2023  
**Steelworkers Vote**  
*Winnipeg, Man.*

Sept. 17-22, 2023  
**District 3 School**  
*Cranbrook, B.C.*

Sept. 30, 2023  
**National Day for Truth and Reconciliation**

Oct. 3, 2023  
**Manitoba Provincial Election**

Oct. 13-15, 2023  
**Federal NDP Convention**  
*Hamilton, Ont.*

Oct. 18-20, 2023  
**District 3 Regional School**  
*Winnipeg, Man.*

Oct. 23-26, 2023  
**USW International Women's Conference**  
*Pittsburgh, PA*

Nov. 17-19, 2023  
**BC NDP Convention**  
*Victoria, B.C.*

## SAVE THE DATE

Oct. 28-Nov. 1, 2024  
**USW District 3 Conference**  
*Winnipeg, Man.*

Nov. 25-29, 2024  
**B.C. Federation of Labour Convention**  
*Vancouver, B.C.*

## More than 600 Steelworkers meet in Toronto for union's national policy conference

More than 600 members and allies of the USW from across Canada met in Toronto for the USW National Policy Conference.

Over four days, delegates made moving, personal contributions as they debated and passed 48 resolutions on bargaining, health and safety, anti-racism, action for equality, education, legislative advocacy, the green energy economy and more – an ambitious agenda for the USW's next three years.

Immediately prior to the conference, members of the Steelworkers Organization of Active Retirees (SOAR), NextGen and USW National Locals held their own gatherings.

Guest speakers at the conference included federal NDP leader Jagmeet Singh, Canadian Labour Congress President Bea Bruske, USW International President Thomas M. Conway and Toronto Star

Work and Wealth investigative reporter Sara Mojtahedzadeh.

Throughout the conference, delegates heard from insightful panels including the National Anti-Racism Working Group presentation on how to be a good ally. Delegates subsequently voted to pass a resolution to enshrine the working group into a standing committee of the union.

Following adjournment on April 28, a crowd of USW delegates joined the Toronto and York Region Labour Council's National Day of Mourning ceremony to honour those who have been killed or injured at work.

The USW National Policy Conference is normally held every three years and is the largest gathering of Canadian Steelworkers.



Catch up on the USW National Policy Conference at [usw.ca](http://usw.ca), and on the USW's and District 3's social media Facebook and Instagram feeds.

Daily photo albums from the conference are posted at [usw.to/photos](http://usw.to/photos).

## USW wins certification at Westbin waste disposal

Following a remedial certification decision by the British Columbia Labour Relations Board, the USW is pleased to welcome workers from West Bin Waste 2017 Ltd. (Westbin), a waste disposal company operating out of Prince George, B.C.

The decision came after an employee was terminated with no explanation following a union-organizing drive by a group of workers at Westbin.

“The remedial certification is a significant victory for workers at Westbin allowing them to finally join the USW and benefit from the collective bargaining power that comes with union membership,” said Scott Lunny, USW District 3 Director.

“We have clear language in our Labour Code that protects workers and this ruling serves as a reminder to all employers that it is illegal for any company, including Westbin, to interfere with their employees’ right to join a union,” added Lunny.

The B.C. NDP government has made significant amendments to the Labour Code including remedial certifications with clear and meaningful penalties for employers who interfere in organizing drives.

“No worker should be subjected to intimidation for supporting a union and their right to organize and to collectively bargain for better working conditions, benefits and wages. I am thrilled to see

the ruling from the B.C. Labour Relations Board to uphold the rights of workers in our province. Our local union looks forward to helping the workers at Westbin achieve a first collective agreement,” said Brian O’Rourke, President of USW Local 1-2017.

The remedial certification applies to 19 workers at Westbin who will become members of USW Local 1-2017.

In addition to the remedial certification, the Labour Relations Board ordered Westbin to reinstate the terminated worker, with compensation for all wages and benefits lost by reason of their unlawful dismissal.

## Government must stop paying TELUS to cut Canadian jobs

Following the Rogers/Shaw merger, and the announcement by TELUS that they are cutting Canadian jobs, the USW is calling on the federal government to stop handing millions of Canadian dollars to TELUS through procurement contracts without any required benefit to the country or workers. Voluntary Severance Packages have been the impetus for the loss of many thousands of Canadian jobs at TELUS over the last decade.

“While your government often justifies millions and even billions in corporate subsidies to create jobs in Canada, what possible justification can there be for subsidizing a corporation that is cutting Canadian jobs, moving offshore and demonstrating a growing propensity for draining our economy?” wrote USW National Director Marty Warren and USW Local 1944 President Donna Hokiro in a June 5 letter to the Prime Minister.

“In the context of increasing concern over foreign interference, it is counterintuitive

to ignore the increased security threat that is raised by the immense quantity of sensitive Canadian information housed in overseas TELUS servers.”

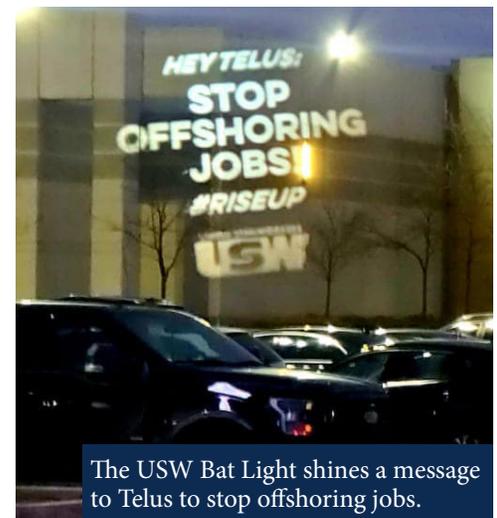
USW Local 1944 represents close to 7,000 members who work at Rogers/Shaw, TELUS and other telecommunications-related companies.

“TELUS has essentially become a foreign telecom company,” the letter continued. “We are calling on your government to undertake and support efforts to publicly investigate TELUS’s latest schemes surrounding Canadian jobs, and to enact policies that will keep Canadians answering calls from the customers in their communities.”

This letter follows previous correspondence by the USW, warning the Prime Minister that approving the Rogers-Shaw deal would result in Canadian job losses at TELUS. For their part, Rogers/Shaw is going in the opposite direction and onshoring jobs to

ensure that all their workers are based in Canada.

“Should TELUS fail to commit to Canadian jobs, we are calling on your government to suspend government contracts with the company,” the USW leaders wrote. “Canadians should not be paying to eliminate domestic jobs.”



Facilitators from District 3 and 6 train for the new Unionism on Turtle Island course.

## Unionism on Turtle Island

Following a recommendation at the National Gathering of Indigenous Steelworkers, the USW has developed “Unionism on Turtle Island”, a five-day course to learn more about our shared history and how we can work for more justice in the present.

The course is being offered during our District 3 School on Sept 17-22 in Cranbrook, B.C. Learn more at [usw.ca/d3school](http://usw.ca/d3school).

## Calling for answers on deadly Kelowna crane collapse

USW added its support to calls for answers into the tragic crane collapse that killed five people in Kelowna, B.C., in July 2021.

Kelowna RCMP and WorkSafeBC released a joint statement on Tuesday, May 16, following a 22-month investigation, but decided they would not release the WorkSafeBC investigation report publicly.

“The families of the victims and the public deserve to know what happened and if any criminal elements were present. If there were such elements, there needs to be accountability. If there weren’t, then we need to know what happened, so tragic accidents can be prevented in the future,” said Ed Kent, USW Health, Safety and Environment representative for Western Canada.

In the statement, the Kelowna RCMP said it is unable to provide specific details of the investigation at this time “in order

to protect the integrity of the criminal investigation.”

“There seems to be an eye on the criminal aspect of these devastating fatalities. We need to know what the report found and if employer negligence was to blame,” said Kent. “If employer negligence was found, then it’s time to enforce the law. There need to be serious consequences for killing workers, more than just fines. Death cannot be a cost of doing business.”

Every year, 1,000 workers are killed on the job and too few corporations are held criminally accountable. The USW national campaign to enforce the 2004 Westray Law, and amendments to the Criminal Code, is aimed at ending the continuing carnage in Canada’s workplaces.

“Our union has been fighting long and hard to have workplace fatalities and injuries investigated as criminal events, but convictions are too few and far



Photo of Kelowna Crane collapse. Credit: CBC News

between. It’s quite simple, really – if you kill a worker, you go to jail,” said Kent.

The USW’s national campaign, “Stop the Killing, Enforce the Law,” targets all levels of government, law enforcement, attorneys general, and Crown prosecutors. The campaign’s goals include increased training for law enforcement and Crown prosecutors in using the Westray Law and the appointment of dedicated police officers and prosecutors to investigate and prosecute workplace fatalities when gross negligence is involved.



D3 Next Gen Coordinator Deepak Kullar with Fred Girling.

## Fred Girling Young Worker Scholarship announced

USW District 3 is proud to announce a scholarship for Next Gen members from USW Local 2009 in honour of the selfless contributions of Fred Girling.

The Fred Girling Young Workers Scholarship will be awarded to a Next Gen member to attend the annual Young Workers Leadership Retreat. This year, the retreat will be held at Loon Lake Resort in Maple Ridge from September 6-8.

It’s an honour to recognize Fred’s many years of contributions to our union. Fred puts in the time and never asks for accolades or to be in the spotlight.

Thank you Fred for everything. All the best with this next chapter in your life.

## Delegates attend Canadian Labour Congress convention in Montreal

Nearly 80 Steelworkers attended the CLC Convention and joined thousands of other union activists from across the country. It was a jammed packed week filled with resolution debate, Steelworkers up on the microphones, inspiring speeches and panels and even a solidarity march through the streets of Montreal.

Steelworker Sarah Broad, who led the way with USW Local 2009 to organize the first corporate unionized Starbucks in British Columbia, spoke on an organizing panel and received a huge standing ovation. We are so proud of you - and every other worker who has had the courage to put themselves out there to organize for better.



# Steelworkers Humanity Fund donates \$35,000 to support response to Alberta wildfires

The Steelworkers Humanity Fund (SHF) has donated \$35,000 to the Canadian Red Cross 2023 Alberta Fires Appeal to provide support in response to the current wildfires, as well as future fires that may occur during the Alberta wildfire season.

After more than three weeks, wildfires in northern Alberta are still raging, with over 50 still active in the province. Many Steelworkers members have had close calls, have been evacuated and been able to return safely to their homes, but that's still not the case for over 10,000 Albertans.

The Steelworkers Humanity Fund responded to the appeal sent by the Canadian Red Cross with a \$35,000 donation to support people in need with

emergency lodging and relief supplies, aid that will also be available to those affected by future fires that may occur during the Alberta wildfire season. The Government of Canada and the Government of Alberta are matching every dollar given to the Red Cross, tripling the impact of this donation.

“The Alberta wildfire season came quickly and early and caused a lot of hardship for many communities, including many of our Steelworkers members in the province. Through the Steelworkers Humanity Fund, we are proud to lend a hand in response to disasters that are unfortunately increasingly frequent and longer lasting,” said Marty Warren, President of the Steelworkers Humanity Fund and National Director of the United Steelworkers.

## Prison chaplains achieve second contract

USW members who provide chaplaincy services and spiritual care to inmates in federal prisons across Canada have ratified their second collective agreement.

The prison chaplains, from various faiths and spiritual practices, voted in late May to ratify a new contract that will be in effect until March 31, 2026. The chaplains are employed by Bridges of Canada, which has a contract with the federal government to provide chaplaincy services to inmates. The chaplains joined the USW in 2018.

The collective bargaining process for prison chaplains is unfairly constrained by the funding model created by the federal government when it decided to outsource chaplaincy services to a private provider, the committee noted. Despite this longstanding concern, the government continues to resist demands to improve the funding model.

While the bargaining process was frustrating, the committee met its goals of achieving a contract that improves compensation for all members, establishes and maintains various workplace protections, and addresses the needs of part-time and tradition-

specific chaplains.

“We are proud to have made further improvements for chaplains in this round of collective bargaining, even if we could not achieve everything we wanted,” said Todd Brown, president of the chaplains’ bargaining unit.

“We are grateful to the USW for their support and we will continue to advocate for our members under this new agreement,” added Brown, a prison chaplain in the Pacific region.

The new collective agreement calls for total wage increases of 8.05% over the term, including a 3.95% increase effective April 1 of this year, as well as a \$600 lump-sum payment for all members.

The contract enshrines 10 days of paid medical leave per year, which will be protected for the life of agreement, even if there is a change in government and the statutory benefit is rescinded.

Workers’ compensation coverage and legal indemnity for all employees are also now part of the collective agreement. Benefits and holiday pay provisions are improved, and hotel and meal allowances, as well as mileage rates, are increased.



Steelworkers join with 2SLGBTQIA+ communities to celebrate Pride in Winnipeg.

To further support 2SLGBTQIA+ Steelworkers, members are encouraged to participate in a Pride event in your community. Join us to march in the Vancouver and Calgary Parade. RSVP at [usw.ca/2023d3pride](https://usw.ca/2023d3pride).



Congratulations and happy retirement to Veronica Hanegraaf. Veronica worked for the USW for the past 40 years and was based out of our Langley office. We wish you all the best!



Congratulations to USW Staff Representative Darrin Kruger on being honoured with the Queen Elizabeth II Platinum Jubilee Medal in Saskatchewan. Darrin was presented with the medal for his dedication to community service.



Still without a contract after two years of bargaining, security screening officers at the Abbotsford International Airport along with USW Local 2009 held a rally outside the airport on May 23 to protest their employer's failure to resolve concerns over substandard working conditions.



To assist the United Way British Columbia's campaign to increase access to free menstrual products in our community, USW District 3 held a "Period Promise Labourhood BBQ". Members from the labour community joined us to donate menstrual products and cash donations.



USW Local 9346 held a Women of Steel BBQ. Thank you to everyone who bought a burger and supported their annual backpack fundraiser!



## Steelworkers volunteer to knock on thousands of doors during Alberta provincial election

After forming government in 2019, the United Conservative Party (UCP) immediately started attacking workers. They gutted improvements to labour law that had been brought in by the Alberta NDP, cut the minimum wage and overtime pay, undermined the right for workers to refuse unsafe work, and violated the Canadian Charter of Rights and Freedoms by making it harder to join and participate in a union.

Workers in Alberta deserved better. That is why during the Alberta election, USW District 3 organized Steelworkers Vote schools in Edmonton and Calgary. Over 50 members took part and learned about the impact provincial governments can have on workers and their unions. They also learned how to influence policy and got to see first-hand the impact of political action. Members also volunteered and knocked on thousands of doors.



During the B.C. By-Elections, Steelworkers volunteered for a labour canvass night and joined the B.C. Federation of Labour president Sussanne Skidmore to help elect Joan Phillip in Vancouver-Mount Pleasant.



# Letter to Saskatchewan Premier Moe and MLA Carla Beck regarding Evraz – Wasco

United Steelworkers from across Saskatchewan met with elected representatives from both the Government and the Official Opposition to lobby on matters of importance to our members. We talked about the need for the government to make life more affordable, to invest in our schools and hospitals, to encourage mental health initiatives in the workplace and to support Saskatchewan workers, jobs and industries. One of the specific issues we discussed was the layoff of more than 600 members employed at the Evraz Regina Steel Plant. We were promoting the high-quality product we make and looking for political support at a time when a workforce of 600 on the facility's tubular line are now down to only 30 and 160 workers at the Wasco division have also been thrown out of work.

This plant should be a good news story for Saskatchewan. It annually generates more than \$100 million in payroll and contributes more than \$30 million in direct taxes to all levels of government. Despite these contributions, many public infrastructure projects are being constructed without local materials – particularly steel. When our members are putting their hard-earned wages into taxes that support the province, shouldn't they be able to expect that their government would do the same? We're asking the Government of Saskatchewan and its Crown Corporations to lead by example and prioritize the use of locally made steel.

More specifically, we are asking you to invite Crown Corporations like SaskTel, SaskPower and SaskEnergy to meet with us to discuss their procurement

strategies and how we can increase the use of materials manufactured directly in Saskatchewan. We know that demand for low-carbon emission steel will only grow. With your support, we can ensure that this opportunity is secured for Saskatchewan and that we are further promoting our goods within Canada and around the world.

My staff and I are able to meet at your earliest convenience to discuss this in greater detail. Further, we are prepared to meet directly with any government agency or Crown Corporation officials to advance this effort and secure good, high-paying jobs in the province of Saskatchewan.

Sincerely,

Scott Lunny  
Director

## Steelworkers meet with Ministers and MLAs in Regina

Steelworkers were in Regina to meet with MLAs and Ministers from both the Sask Party and the Sask NDP. Members wanted to hear what their elected representatives were doing to protect and secure their jobs in the province.

USW thanks NDP Leader Carla Beck and MLA Aleana Young for standing up for Steelworkers in the province during Question Period. Beck was suspended from the legislative assembly after refusing to withdraw her remarks and apologize after accusing a Minister of lying regarding the government's support for Evraz Steelworkers.



## Wab Kinew and NDP MLAs meet with Steelworkers in Winnipeg

Manitoba Steelworkers were in Winnipeg to learn how to lobby Members of the Legislative Assembly. Members had the opportunity to meet with NDP MLAs, tour the Manitoba Legislature and hear from NDP Leader Wab Kinew and Member of Parliament Leah Gazan. Members also met with members from the Progressive Conservative government caucus.

Steelworkers also had the opportunity to meet with MP Gazan to discuss issues impacting workers on a provincial level and the importance of federal anti-scab legislation.





Deepak Kullar and Starbucks member Sarah Broad went to Washington, D.C. for a Congressional hearing with former Starbucks CEO and board member Howard Shultz.



Director Scott Lunny and District staff toured Andritz Separation (Local 8883) and the Nutrien Allan potash mine (Local 7689) in Saskatchewan.



USW Local 480 and SOAR Chapter 12 host a pensioners' picnic in Trail, B.C.



Scott Lunny, USW District 3 Director and president of the Union Protein Project, chaired the Annual General Meeting for the Union Protein Project (UPP) in Langley, B.C. Learn more at [proteinproject.ca](http://proteinproject.ca).

## District 3 Bargaining Updates

### Direct Charge Co-op

*Local 1-207 – Yellowknife, NWT*

- 9.5% increase over the 5-year deal
- \$650 signing bonus plus an additional \$250 for at or above scale for every year of the contract

### Dendoff Springs

*Local 2009 – Surrey, B.C.*

- 11.5% increase over the 3-year deal
- Increase to employer contributions to Steelworker Pension
- Increased boot allowance
- Increases to charge hand and first aid premiums
- Modernized collective agreement language

### Brenntag

*Local 9074 – Winnipeg, Man.*

- 5.25% increase over the 3-year deal
- Lead Hands will receive a premium of \$1.50/hour worked
- Wage increases for red-circled employees

### Metal-Pac

*Local 174B – Winnipeg, Man.*

- 10% increase over the 3-year deal

### Gerdau

*Local 5442 – Selkirk, Man.*

- Increases to benefits
- New education leave language
- Increased Level 1 apprenticeship pay
- COLA unchanged with no cap

### Goodyear

*Local 628 – Medicine Hat, Alta.*

- New language on departmental seniority, clearer language on vacations and statutory holidays, health and safety, and severance pay provisions
- Increase on safety shoes and other footwear products, benefits and weekly indemnity payment
- Wage increases and better COLA language with no lump sum payments and deferrals if needed
- Increases to pensions

### GFL Delta

*Local 2009 – Delta, B.C.*

- 4.6% avg. yearly increase
- 3-year deal
- Increase in pension contributions
- Improved contracting out language and grievance procedure

### Stratcom

*Local 1944 – Vancouver, B.C.*

- 9.75% increase over the 4-year deal
- Truth and Reconciliation Statutory Holiday
- Expedited arbitration process
- Automatic removal of discipline after the sunset period
- Language change for bereavement leave eligibility and benefit calculation
- Sick leave changes

### Union of Northern Workers

*Local 1-207 – Yellowknife, NWT*

- 12% increase over the 3-year deal

### Furnasman

*Local 174B – Winnipeg, Man.*

- 8.5% increase over the 3-year deal
- \$500 signing bonus.
- New vacation schedule in which employees are given vacation entitlement upfront rather than after each year of work.

### Kootenay Savings Credit Union

*Local 1-405 – Kootenays, B.C.*

- 10% increase over the 3-year deal
- \$4,000 in bonus payouts
- Increases in healthcare spending account
- Established a new personal spending account
- National Day for Truth and Reconciliation as a new statutory holiday.

### TELUS

*Local 1944 - National*

- Total wage increases of 11.5% through March 2027
- \$10,000 lump-sum payment
- Enhanced language on technological change
- Paid domestic violence leave
- Improved benefits and pensions and other language improvements.

### E360 Solutions

*Local 2009 - Prince George, B.C.*

- Wage increases
- New job classifications
- Enhanced bereavement leave provisions
- Expedited arbitration
- Improved health & safety language
- Improved severance language