

SOLIDARITY NEWS

OFFICIAL PUBLICATION OF USW LOCAL 1-1937

APRIL 2017

ACTIVISTS ENGAGE IN COMMUNITIES ALL AROUND LOCAL 1-1937



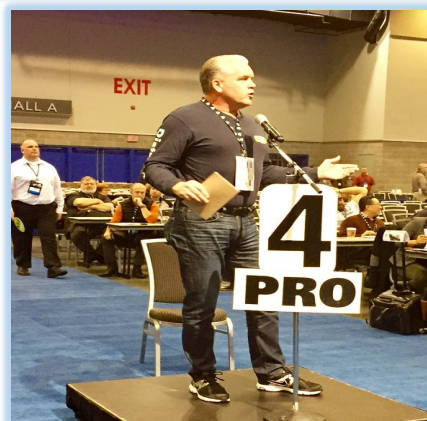
Gary Wong speaks at the BC Federation of Labour Convention in Vancouver advocating for equal access to education for all children residing in BC.



MP Allister McGregor, Gillian Tew, and Wendy Goulding speak out at the International Women's Day Rally in Duncan.



Rolly Pelletier marches at Ogden Point, Victoria with the ILWU members in protest of the CETA Trade Agreement.



Brian Butler speaks to the Local Union's resolution at the BC Federation of Labour Convention to prevent phase congestion in logging from taking another life.

INSIDE:

EFAP

Employee and Family Assistance Program

Cover page	Local Activists
Page 2	Table of Contents
Pages 3-4	President's Report
Pages 5-6	Mid-Island Update
Page 6	Setting the Record Straight
Page 7	Membership and Retirement
Page 8	Activist Set to Retire
Pages 9-10	South Island Logging
Page 10	Blast from the Past
Page 11	Vote for Change
Page 12-13	Drug & Alcohol Policy
Page 13	Know Your Rights
Page 14	North Island Logging
Page 15-16	South Island Review
Page 17	Port McNeill Report
Page 18	Organizing Efforts
Page 19	Safety First
Page 20	International Women's Day
Page 21	Viola Desmond
Page 22	Member Photos & Retirees Of Local 1-1937
Page 23	BC Provincial Election
Page 24	Joining Our Union

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- **Port Hardy 250-956-3144**
- **Port Alberni 250-723-7001**
- **Mainland 1-877-746-6911**
- **Powell River 604-485-2800**

Mission Statement

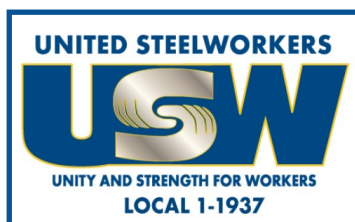
With compassion, respect and integrity, we help people to build hope, growth and well-being.



Creating healthy employees,
families, and communities.

Solidarity News is the Official Publication of United Steelworkers, Local 1-1937

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PRESIDENT'S REPORT

By Brian Butler



IT'S TIME FOR A CHANGE AND I DEFINITELY MEAN MORE THAN THE WEATHER

John Horgan and the BC NDP

The BC Election is just around the corner (May 9th) and with John Horgan as the leader of the party there is renewed optimism that the NDP can once again form government and start the long process of fixing the problems created by the conservative government, aka the BC Liberals under Christy Clark. The list of problems this government has created are endless. This time around, we are hopeful that the NDP will remind the electorate of BC about the Liberal and Christy Clark scandals, fiscal mismanagement, and attacks on labour while laying out what an NDP government will do to create jobs and improve the lives of working people. Our Local Union has a long history of being affiliated with the NDP and you should know why:

- *It is the NDP that supports the rights of workers through fair labour laws and it is the BC Liberals who support the right-wing agenda and enacted laws that suppressed workers' rights.*
- *It is the NDP that supports a Union's right to free collective bargaining and it is the BC Liberals who have suppressed those rights and ripped up contracts (healthcare and teachers).*
- *It is the NDP that put in place laws that supported a workers' right to organize and it is the BC*

Liberals who repealed those laws and enacted laws making it very difficult for workers to join a Union.

- *It is the NDP that represents fair taxation where corporations and the rich pay their fair share in order to grow the middle class and it is the BC Liberals who lower taxes for corporations and the rich while dramatically increasing fees and lowering needed services for everyone else, which erodes the middle class. (They believe like most conservatives that if the rich get richer then some crumbs will*



flow down to you while the NDP believes shared wealth allows everyone an opportunity to participate in the economy).

- *It is the NDP who created an environment for the forest industry to grow jobs in both manufacturing and logging and it was the BC Liberals who cut the link between mills and the forests allowing log exports to skyrocket while over 100 lumber manufacturing facilities in BC have closed.*

These are only some of the reasons our Local Union pledges to help the NDP in this election in order for it to form government and put workers' rights back on the agenda. We hope as members you too will see the benefit of this needed change. If you have questions, please go to an all

candidates meeting and ask your local candidates. Whatever you do, please make sure you vote on May 9th.

Merger Conversation Still Taking Place

Our Local Union continues to have a conversation with USW Local 1-85 regarding a possible merger of the two Locals. For our members' information, Local 1-85 has approximately 800 members which work in either the logging or manufacturing sector, including two Western Forest Products mills (Somass Division and Alberni Pacific Division). Their Local geographically stretches the west coast of Vancouver Island, from the Port Alberni area north to Brooks Peninsula, including Gold River, Tahsis and Zeballos.

If at some point both Executive Boards approve a merger agreement, the Locals will vote their respective memberships on a merger. Our Local Executive remains open to a merger and feels it will greatly enhance both Locals' ability to service and protect the membership strategically through improvements to our collective bargaining, grievance and arbitration handling, education and organizing abilities while improving our cost structure.

Working Forest Videos

Recently, I have been working with and arranging for Frank Linhares from the USW National Office to shoot short videos of Union members along with Municipal and Provincial politicians on the

From page 3 - President's Report

benefits of the Working Forest for families, communities and the province.

The videos are part of our Working Forest Campaign as we try to spread the message that our working forest land base needs to remain as working forest. We have seen significant areas of the working forest removed from production in the creation of more set asides from the Government over the last 16 years and that needs to stop if we are to grow the industry.

The videos will likely be finished in May of this year and will be posted on the working forest website at:

www.workingforest.ca

We hope to have the videos shared through social media (Facebook, Twitter and other means).

Recently, you may have received an email or other communication regarding the Working Forest Campaign. We ask that you take the 2-4 minutes needed to sign the petition on the website and share links to the site through the social media of your choice.

IWA Forest Industry Pension Plan Update

As you were informed last year, the Pension Plan transitioned under new pension legislation into what is known as a *Target Benefit Plan*.

Seminars were held throughout the Local and across the Province

for members to hear first-hand the details of the transition. The information by all accounts was well received, with answers provided to members' questions about the transition and the plan itself. For those of you who may have missed a meeting and did not receive an answer to your question, please contact our Pension Plan office at your convenience.

Our pension plan is far more secure that it has been in the past, due to changes that removed the solvency test that the plan had to fund in the past. The solvency test ensured proper funding of the plan by requiring that a plan be in place to ensure funding was in place in the event of a plan wind-up. This sounds very reasonable and is for single employer plans who, if the employer closes, the plan must wind up. The fact that our Plan is a multi-employer plan with little or no likelihood that all employers would close at the same time meant the solvency test was unreasonable for our plan and as a result a large portion of the combined \$5.90 contribution rate went to funding that test.

The Target Benefit Plan rules have a different test (known as a Provision for Adverse Deviation) for which we have a three-year moratorium but even if the PfAD was in place today, we have over a \$1.15 buffer in contributions which satisfies this test.

For all Pension Plan inquiries, please contact the Plan Office at 1-800-913-0022.

Pension Facts

- *The Plan budgets 21 million contributory hours for the plan – 5.7 million of those contributory hours comes from our Local Union members*
- *The assets of the Plan were 3.67 Billion Dollars as of January 1st, 2017*
- *The Plan is 105% funded at the end of 2016 on a Going Concern Basis (Going Concern valuations use assumptions to reflect long term expectations)*
- *Investment returns for the Plan averaged 11% over the last 4 years*
- *The vast majority of delinquent companies are in our Local and they are exclusively in the contractor logging sector. The Plan office is very diligent in ensuring these companies are pursued for funds owed to the plan including taking legal action where necessary.*

**In Solidarity,
Brother Brian Butler**

Mid-Island Update

By Rick Wangler, 1st Vice-President



Forest Sector Being Hit From a Number of Angles

2017 brings news of more turmoil in the BC Forest sector. Although my preference is to provide good news to the Membership, these are important topics that you need to be made aware of.

Not only are we in the midst of a Softwood Lumber dispute with the U.S., we are seeing reduced Annual Allowable Cuts in coastal T.F.L.'s.

Since the expiry of the Softwood Lumber Agreement and its "one year no dispute" clause, we have seen little action or news about this critical issue. We do know that the U.S. Lumber Coalition has filed a claim that will likely lead to duties being imposed on Canada's exports in softwood to the U.S. This will not be good for areas like the Interior that are still struggling with the pine beetle epidemic and recent mill closures. It will put pressure on coastal operations as well.

Further exasperating the softwood issue is the fact that the Annual Allowable Cut has been reduced in many areas of the province. TFL 39 Block 2 which is the **Western Forest Products Mid-Island Operation** will see a reduction of approx. 200,000m³.

TFL 39 AAC was 1,663,774m³ but will be reduced to 1,414,469m³ according to WFP Management.

What that means for the Mid-Island Company crew is that their cut will be reduced from approximately 700,000m³ to 538,000m³ representing an approximate 25% reduction in available volume for the company crew, which may lead to lay-offs for some members in the not too distant future. As the reduction is from the TFL, it will impact contractors as well.

Aside from the softwood lumber issue and the reduced AAC in TFL 39, the Mid-Island region is seeing a reduction in volume at the **TimberWest Oyster River Operation** as well.

TimberWest has announced another reduction in volume of approx. 30,000m³ to each of the four Woodlands Contractors working within the operation. This would reduce the volumes of each contractor from the approx. 150,000m³ they were originally awarded in 2010 to 100,000m³ for each of the four Woodlands Contractors operating at Oyster River. With this latest reduction, one of the Woodlands Contractors, Thibault Logging, has announced that they are leaving the operation. This left TimberWest with the choice of replacing the contractor or reducing the number of contractors within the operation. They have chosen to reduce the number of contractors, as it will keep the remaining three as viable operations. The Local Union is working with TimberWest to integrate the Thibault employees to

the other three contractors through a dovetailing of seniority. Although the restructuring may have some impact, it is the reduction of total volume that will lead to the lay off of a number of our members within the operation.

We have been in a contracting-out dispute with WFP in the Powell River area. Since the introduction of Bill 28 by the Liberal Government, which was a Bill that called for a 20% reduction in the licensees tenure to be taken from Bill 13 Contractors and given to BCTS and land claims settlements, we have seen a proliferation of non-union contractors working on lands that were certified to the USW prior to the introduction of Bill 28. WFP's predecessor company was allowed to decide where the volumes were to be taken from and where the severance packages were to be allocated. In this case they decided that the reduction in volume would come from TFL 39 Block 2 Mid-Island, but the severance and buy out packages would be allocated to Bill 13 Contractors in TFL 39 Block 1, the Powell River area. It was clear that WFP's predecessor company used Bill 28 to de-unionize the coast as all the Bill 28 reductions came from Union operations. Hopefully the Umpire, Vince Ready, will see our viewpoint on this issue and will rule that the work being done in the Powell River area is to be done by USW members.

From page 5 - 1st Vice-President's Report

The Local Union will continue to represent its members to the best of its abilities through these trying times.



**Remember,
Participation is the Key to Success.**



**In Solidarity,
Brother Rick Wangler**

Setting the Record Straight: Christy Clark and the BC Liberals Don't Support Working People and That's Why Steelworkers Don't Support Them

Recently the Province newspaper incorrectly reported that the United Steelworkers (USW) endorsed the BC Liberals. While we trust this was an honest error, and will avoid any shouting of fake news, it's important to set the record straight.

In the interest of the health and safety of our members, we could never endorse the Christy Clark government. From botched WCB investigations to lax enforcement and cuts to WCB pensions, this government does not deserve our support.

Steelworkers know the health and safety of miners will never be fully protected when the same ministry that is supposed to protect them is

focused on promoting the industry and not regulating it.

Meanwhile Clark ignored the tens of thousands of jobs lost in our forest sector while raw log exports continue unabated and too few trees have been replanted.

USW members are tired of the wealth generated in their region going into provincial coffers while local schools have been closed and communities face doctor shortages.

Steelworkers are tired of tax breaks for their employers while their BC Hydro and ICBC bills keep going up.

Steelworkers know their employers and other corporations donate

heavily to the Christy Clark government. We are tired of a government that is always there for the very wealthy and large corporations. We don't trust Christy Clark and her phony hard hat photo-ops.

We want a government that's on the side of working people for a change. That's why, on behalf of over 30,000 USW members in BC we're proud to endorse John Horgan and the BC NDP.

Source: USW District 3 Website

MEMBERSHIP AND RETIREMENT

By Pat Kinney, Financial Secretary



As this winter drags on our membership numbers are very stable. We completed 2016 with approximately 4423 active members as compared to 4206 for 2015. This was steady growth for the membership in all sectors. As always, we have a huge group of people who retire in the first part of the year, and this year is no exception. The offices have been very busy with members setting up their retirements. For those that may be interested in looking into retiring and belong to the IWA-Forest Industry Pension Plan, you will need to get in touch with one of our offices and order a pension estimate. You can call the Pension Plan directly to order



one as well. One benefit to ordering through our offices is that we can get from you your most current address and phone numbers. Once you receive your estimate we can go over it with

you to explain the choices you have available. In most cases we ask that you run your choice past your Financial Planner, if you have one, so you are 100% confident with your decision.

This time of year people tend to get flooded with mail from all over and we are inundated with it. One of the Local's policies is to send out membership cards in the first month of the year. On that card is some very important information:

It has on it the names and contacts of all the officers and staff for the Local, and on the back, your Executive Board Members and Area Representatives as well as information on your Local 1-1937 Death Benefit Fund. All too often, this portion of the card never gets the attention that is needed when there has been changes to your beneficiaries and it has not been changed within

the office. This can also be true of the Pension Plan and your Life Insurance. It is the law and our policy to make benefits payable to any beneficiary that was **LAST** documented. So please ensure that each plan is aware of any changes you have made so that it gets documented correctly.

Another issue we have been working on this winter is the contractor model for Fallers. Our Fallers are covered by various collective agreements and/or an umbrella agreement. The contract model that the forest sector has forced upon this group has the lure of making more monies and being a numbered company so as to be able to take advantage of taxable deductions. In most cases, we have found the members were not receiving the proper coverages through the various plans for a whole host of reasons. One of the benefits that is lacking is the WorkSafe rate of annual income insurance that the Faller is purchasing. In most cases it becomes what they can afford instead of actuals. I have seen a number of cases and most recently there was one where a Faller took the least amount of insurance that he could purchase and was ultimately injured. His lost wages right down to his disability pension was affected by the low level of insurance he had obtained and what he was bringing home was shocking to say the least. The hardships that this causes to one's family are tenfold. For those Fallers that are out there, **Please** beware of this scenario as it is very common and truly believe that it could happen to you.

**In Solidarity,
Brother Pat Kinney**



LONG-TIME UNION ACTIVIST SET TO RETIRE

By Rick Nelson, 2nd Vice-President



John Mountain

Brother John Mountain joined the former IWA Canada Office nineteen years ago, after twenty-one years in a forest industry bargaining unit. He has a background in sawmilling at Western Forest Products Ladysmith Division where he started in 1977, and at Western Forest Products Duke Point Division when the sawmill was first started in 1980. John served on the plant committee at Duke Point and has experience in the sawmill filing trade and in computer technologies.

John works in the United Steelworkers District 3 Office in Burnaby as the Administrator and Technical Advisor for all IWA Canada forest industry job evaluation programs within Western Canada. John is a member of the Global Affairs and Workplace Issues Department at the CNO in Toronto, where the field of job evaluation has been assigned. He regularly travels throughout the northern and southern interior of BC and visits many of our members' operations to administer job evaluation, which was a product of BC Southern Interior collective bargaining in 1968. Brother Mountain also attends to all job evaluation issues and concerns involving the administration of sawmill and plywood evaluation programs, and the BC Coast Sawmill Rate Determination Program.

I recently had the pleasure of working with John and his replacement, Shawn Harris, in re-implementing the BC Coastal Rate Determination Program at Skeena Sawmills in Terrace BC. Over a 6-month period, I was able to witness first hand John's attention to detail and thoroughness in his work, as well as his desire to always do the best job possible for our members. John's experience and dedication will surely be missed, but I



From Left: Soon to be retired John Mountain training replacement Shawn Harris.

personally take comfort in knowing that his replacement, Shawn Harris, has been in good hands under the tutelage of John.

Shawn has 25 years of combined Union and sawmill experience. At

one point or another over the years he has worked all positions in sawmills, planer, lumber yard, log yard, and kilns. He started out his Union activism as many of us did, at the plant level as a job steward, and never looked back. He worked his way up to becoming a Business Agent in his Local Union, and was 1st Vice-President of USW Local 1-417 when he accepted this position at the District 3 Office this year. After spending time working with Shawn on the Skeena Sawmills file, it was easy to see his passion, commitment, and keen eye for detail will come in handy in his new role, and he will be a welcome asset to the program.

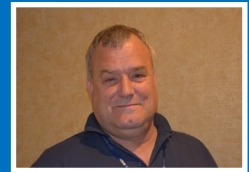
John's last day of service is May 30th 2017, and on behalf of USW Local 1-1937, we would like to thank Brother Mountain for all of his service over the years to our members and the Union, as well as wish him all the best in retirement.

To Brother Harris, we greatly look forward to working with you in your new role, and wish you all the best in this next stage of your career.

**In Solidarity,
Brother Rick Nelson**

South Island Logging

By Richard Arnason, 3rd Vice-President



Negotiations

As if negotiations were not time consuming and lengthy enough, Local 1-1937 Bargaining Committee negotiated the same Collective Agreement twice with Island Timberlands, after a hearing at the Labour Board. The Northwest Bay crew and Jordan River, Chemainus Division crews were happy to finally receive the increases that other members had received at Western Forest Products and TimberWest.

We now have dates for a Breach of Settlement agreement for Mechanics and Grade work with Island Timberlands for November 2017.

Local 1-1937 has also entered into negotiations with TimberWest. These negotiations are very unique because TimberWest has contracted out all of their operations to Woodlands Contractors which are under the WFP agreement. Therefore, TimberWest has no employees to lock out and no employees that can strike. That aside, Local 1-1937 is very far apart from TimberWest on the issues they have brought to the bargaining table.

Grievances

I was able to resolve a contracting out grievance with TimberWest once the Arbitration date was looming. This grievance involved Star Lake Contracting, a Cowichan Woodlands contractor, harvesting timber in the Honeymoon Bay Operation. We settled this grievance by TimberWest replacing the volume to Kaatza Logging, the

HBO contractor, and harvesting the volume from the Cowichan Woodlands operation over the next three years.

Local 1-1937 has too many Contracting Out grievances with TimberWest to list them all, but they are all in the queue and progressing forward. Two TimberWest grievances of note are the new non-union Crofton Sort and a breach of the 2008 Consent Award that states all TimberWest Contractors must be USW-certified.

With Wolf Lake Logging taking over the Harrison Logging crew and in full operation in the Nanaimo Lakes Division, the number of grievances has declined dramatically. Unfortunately, all of the outstanding grievances that Wolf Lake inherited from Harrison Logging are still outstanding. A package settlement for all the outstanding grievances was negotiated but TimberWest got involved and tried to “cherry-pick” what they would pay out. We rejected TimberWest’s approach of cherry-picking and we are referring all of the outstanding Harrison Logging issues to arbitration for the full amounts applicable.

Star Lake Contracting engaged Forest Industrial Relations to try and assist resolving grievances and improve labour relations. Unfortunately, after many meetings and discussions this effort failed and we are scheduling dates for arbitration.

Ken Fraser of Star Lake has settled a couple of grievances close to the

arbitration date. One of these grievances was for a member not being recalled to work by seniority and ultimately the grievance was referred to arbitration. After waiting for about a year we reached the arbitration date. Shortly before the arbitration date the employer settled the grievance for more than was originally grieved for, not to mention the legal bill they incurred.

Another Star Lake grievance was around alternate shift schedules. Again, the employer decided to settle this grievance close to the looming arbitration dates. A settlement was reached for several Star Lake log truck drivers that was a mere fraction of the legal cost incurred by this employer. It wouldn’t be surprising if Star Lake Contracting could have purchased a new logging truck or two with what the employer has been paying out in legal costs. This is the price employers pay for not following the Collective Agreement or not resolving grievances at an early stage.

Other Outstanding Grievances:

- Copcan Contracting severance pay grievance
- Kaatza wrongful termination of a faller grievance
- Jordan River Logging grievance failure to post a training position
- Timberstone termination grievance
- Timberstone contracting out to Challenger non-union
- Star Lake contracting out truck drivers to Stonethwaite
- Best Managed Forest contracting out
- Coastline Forestry contracting out

From page 9 - South Island Logging

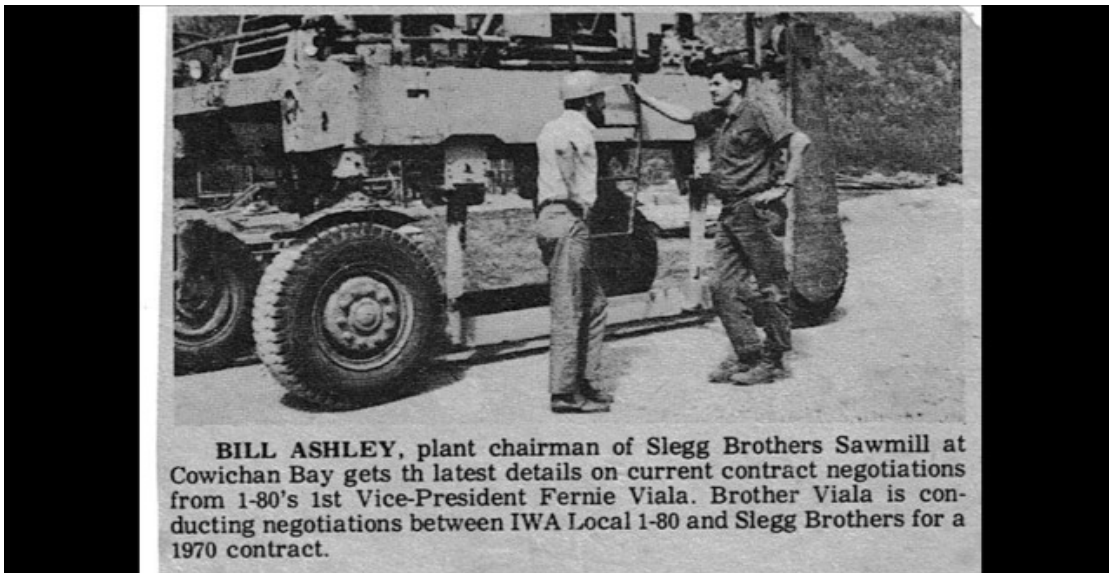
Technological Change

Tethered equipment and tech change are large issues that officers of the Local are working on. The issue of retraining and/or severance for those members affected, as well as wage rate review to determine a new appropriate wage rate for tethered equipment is at the forefront. I am sure the resolve to Tech Change and Wage Rate review will be a longer process than necessary, due to the lack of interest from the companies. Either way, we will see these issues through until they are resolved.



In Solidarity,
Brother Richard Arnason

A BLAST FROM THE PAST



Newspaper clipping from 1970 at the Slegg Brothers Sawmill in Cowichan Bay during contract negotiations.

WONG'S VIEW

By Gary Wong, Business Agent



Vote for Change

In a few short months, the United Steelworker members throughout BC will be given an opportunity to elect the next provincial government. It is important that we reflect upon the significant negative impacts of the current BC Liberal government.

For members working in the forest industry we have lost 30,000 forest jobs and watched as over one hundred mills permanently closed in communities across this province since the BC Liberals took power. Raw log exports are up more than 120% since 2001 and Christy Clark's government is shipping away many good, family-supporting jobs along with those logs. The BC Liberals eliminated regulations and legislation that required companies logging trees on publicly owned or Crown lands to also mill and process those logs locally.

"The issue isn't old growth or second growth or moratoriums," said USW District 3 Director Stephen Hunt. "The real issue is a decade of neglect by our provincial government of our

forest industry to the point that we aren't getting the maximum value added, and jobs, from our working forest."

Steelworker members working in the tomato greenhouse industry at Delta View Farms know all too well the BC Liberals gutting of the Employment Standards Act. Farm workers had working conditions that many of us take for granted completely stripped away from them. They are not entitled to Statutory Holidays or overtime. Employers are free to schedule hours of work with the only requirement being that they must not directly or indirectly, "allow an employee to work excessive hours or hours detrimental to the employee's health or safety."

The enforcement capacity of Employment Standards has been gutted and a complicated "Self-Help Kit" requires employees to first confront their employer. Rather than properly compensating workers by enforcing Employment Standards, employers are allowed to settle for less if the worker agrees. This is in spite of the law that minimum standards cannot be compromised by agreement. For example, a worker is not allowed to agree with an employer to be paid less than the minimum wage and yet this may be the outcome should the matter be settled on lesser terms.

I wrote earlier on the BC Liberal Government's slashing of WorkSafe BC's Permanent Disability Benefits. Although the disability is recognized as permanent, benefits are no longer provided for lifetime.

Yes, the BC Liberals have rewarded their friends in business. Unfortunately, in case after case, it has been BC workers who have paid the price. Please vote for change in the upcoming election.

**In Solidarity,
Brother Gary Wong**



THE CINKANT REPORT

By Chris Cinkant, Business Agent



Drug and Alcohol Policy

Since WFP and other companies in our Local have launched company wide drug and alcohol policies, the Local Union has had to deal with too many tests that seem totally unnecessary in our workplaces.

Most all of the testing in manufacturing has been POST INCIDENT TESTING. In these cases, the company decides the incident or near-miss situation had the potential to be serious, then decides to test the employee. In these post incident investigations, the company ignores the "Reasonable Cause" requirement in their policy used in "Unfit for Work" investigations.

Some people may think, what's the big deal if a person tests clean and is put back on the job?

It is a big deal to members taken off their job, be escorted to a designated area, wait with a supervisor for the testing company to arrive, blow into a Breathalyzer, urinate into a container hoping the test is accurate, and then hope the Breathalyzer is properly calibrated.

What a violation of personal privacy and humiliation they must feel all because they were involved in a workplace incident.

One of our members was tested after a reasonably common incident on a boom boat where unseen debris was sucked in to the prop and put the machine out of service for a period of time. This employee who does not drink or smoke was confident he was clean, but low and behold the test



came back positive for opiates. He was sent home to wait for test results, as samples are sent back east. Days later, the results came back showing there was Codeine detected from prescribed Tylenol 3 he had taken the night before, for leg pain from a previous work injury.

After the Doctor's prescription was produced to the company, he was reinstated back to work with full back pay.

I see a few things happening here: We have a worker sitting at home feeling singled out, wondering

how the test could be positive, humiliated that the company knew the same situation had happened in the past yet decided to put him, a long-term employee, through the testing process.

We see the company has paid five days' wages for no return of labour actually performed.

How does this whole process benefit the company, the employee, the investigation or safety in general?

Companies and Unions both insist on reporting incidents and near-misses so we can investigate the problem and make changes to eliminate the risk of injuries or damage in the future.

Why would employees now risk putting themselves through the humiliation of drug testing to report an incident or a near-miss?

Safety should be the single most important concern in the workplace and while the company insists that it is, I would suggest that Post-Incident drug and alcohol testing is undermining safety in general.

Post-Incident testing has already driven safety underground and many workers are not reporting incidents, near-misses and in some cases, injuries.

From page 12 - Cinkant Report

Again, why put yourself through the humiliation of D&A testing to report an incident?

Why risk being tested if a person has used marijuana on a day off, then five days later have a positive test (because THC shows up in your urine for days and sometimes weeks after use), then subject yourself to two years of random testing when you did not have a dependency issue in the first place?

Why risk a test because you had a Tylenol 3 the night before or you have had certain cold medicine that may trigger a positive test?

In my opinion, Post-Incident testing has and will continue to weaken and undermine all the safety progress we have fought hard to gain for so many years past.

If the employers are truly interested in safety, they should have a good hard look at the Post-Incident testing they have implemented and recognize the damage it is causing to incident reporting and

worker morale in this industry we all have a stake in.

**In Solidarity,
Brother Chris Cinkant**



KNOW YOUR RIGHTS

Unionized and non-unionized workers have rights.

These laws governing employment, safety, discrimination and overtime all exist because millions of union members fought for them.

United Steelworkers enjoy better workplaces because our members know their rights.

Steelworkers are trained in how to win safer working conditions, fight harassment at the workplace, and win fairer pay and benefits. We have organizers, negotiators, researchers and a legal team that help our members protect their rights.

If you think that your boss is breaking the law and you want to join a Union to have a team on your side, [SIGN UP TO JOIN OUR UNION](#) by calling the Duncan office 250-746-6131.

- ◆ You have the right to join a Union and organize with others to form a Union.
- ◆ You have a right to a safe workplace. You have the right to refuse unsafe work.
- ◆ You have the right to a workplace that is free from harassment and discrimination.
- ◆ You have the right to the minimum employment standards.

Source: USW District 3 Website

BUSINESS IN NORTH ISLAND

By Dan Jorgenson, Business Agent



Grievances

My caseload of members in the North Island provides a steady flow of grievances and problem-solving scenarios. The worst thing that management can do around a well-informed crew is to violate the Collective Agreement or a past practice thus causing grievances to be launched. That noted, Englewood Forest Operation is my busiest and the grievances continue to flow forward.

There are two ongoing grievances at the Port McNeill WFP operation, violation of Article XXV - Contractors and Sub-Contractors. It seems that there is an appetite for resolve and so I am hopeful that we can remedy the situation. Englewood seems to produce logs and grievances. I will chalk it up to a crew that is knowledgeable of their Collective Agreement and four new foremen that are getting to know the crew.

There was another Article XXV grievance that came out of Nimpkish Camp on falling and bucking. It went before Vince Ready, who found in favour of the Union. He ruled that no contractors were allowed to work until the 1986 snapshot of 25 hand

faller positions were filled. We are looking at dates in the fall to continue with this issue.

In Beaver Cove, we had an arbitration for violation of Article XX - Seniority. This arbitration is two days in and the arbitrator has scheduled another 5 days.

In January, Local Union President Brian Butler, Financial Secretary Pat Kinney and I met with Helifor and came to a resolve over the non-union Sub-contractors. The company will use only Union employees when logging on Union land and will compel a non-Union contractor to change its name of NOIWA to a more agreeable union friendly name .

Winter Logging

The North Island was hit hard by snow and rain this winter, which caused more weather days than normal in the Holberg Operation, Jeune Landing and Port McNeill Forest Operations. Englewood has had some weather days also but the operation has run in winter snow conditions for decades and is well prepared for winter logging. The snow that the Mid and South Island received was deeper than the North Island, which allowed

the Northern operations to work. The Chairman from Helifor's Odyssey crew informed me they are currently out of camp - three feet of snow will have that effect. When they return to work, it looks like it will be on King Island in Jenny Inlet.

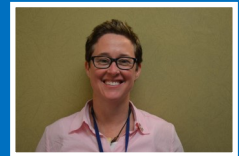
As I have asked at our Union meetings, please go online to www.workingforest.ca and sign the petition. Our working forests are a renewable resource that have been harvested for hundreds of years. Let's keep them that way.



**In Solidarity,
Brother Dan Jorgenson**

SOUTH ISLAND REVIEW

By Dusty Palmer, Business Agent



Bargaining Update

The South Island non-traditional certifications have been quite busy with contract negotiations and numerous grievances.

Chances Cowichan Casino: Bargaining commenced March 13/17. The crew participated in providing much input and the Bargaining Committee is dedicated to the process. This contract expires May 8/17, and we are hopeful we will be able to work together with the company in reaching a fair agreement prior to expiration. After reviewing the financials, it seems that business is good.

WFP Head Office: Bargaining has been underway with the company since December 2016. The members have asked for modest increases in Health and Welfare Benefits and are asking that vacancies be filled so that their workloads are less strained and less hectic. Hiring one full-time employee would close the gap and level out the workloads. It seems that the company prefers to circumvent the contract and have exempt supervisors perform bargaining unit work, which violates the Collective Agreement. They have been given opportunity to correct this violation, but it seems a grievance to recoup monetary loss of the members may be required. Thus far, the only thing the company is open to is wage increases and an annual Personal Development day. The Bargaining Committee is waiting to hear back from the Company for dates to resume and finalize negotiations.

Cowichan Valley Regional District:

February 15/17 the membership voted to ratify the tentative agreement. The process was a joint effort by both sides to move forward in creating an agreement that works. We now have a three-year term, 1.99% each year, with increases to length of payment while on benefits, seniority language for casuals, paid lunch breaks for the Lake Cowichan Recreation Centre maintenance employees, five casuals converted to regular part-time with benefits, improved language to include vacations and statutory holidays as hours worked for calculating weekly work schedules over 40 hours for overtime purposes, boot allowance increase, rate increases in addition to yearly percentage increases for two job categories, language improvement for USW/CUPE transfer of benefits and new language for remote operations in Utilities. Overall, there was a sense of accomplishment with the new agreement. Each group of members had input and felt we took a step forward. There is always more to strive for and we will continue to work for better conditions in the future. A big Thank-you to the Bargaining Committee for all your hard work.

Town of Lake Cowichan: We have recently served notice to commence bargaining with the Town of Lake Cowichan. This contract expires June 13/17 and covers Public Works and Clerical employees. Members have put forth the changes they would like to see and are ready to proceed.

Decertification Application

February 22/17, I received notification from the Labour Relations Board that a certain employee from the BC Forest Discovery Centre had applied to decertify from the Union. I was surprised, as we had recently finished bargaining a new contract and it was ratified by 100% of the members.

We received modest increases that the members never would have received without the ability to negotiate their contract. If it was up to the company, their offer was a zero percent wage increase over five years. It is a non-profit organization and relies on grants and donations to survive, although the managers are able to give themselves \$2000 each in cash bonuses in addition to their substantial salaries. We felt the employees who work hard to enable the Centre to run deserve an increase to keep up with the high cost of living.

Some of the regular employees were convinced by a certain employee that Union dues were too high and the money could be better spent in their own pockets. It was not pitched to them that having a Union on your side makes your job and your workplace safer and fairer. You get paid more and are likely to have benefits such as dental insurance and extended health care. Our members spend their pay cheques in local communities, which supports local businesses and community services. Unions fight for what is right and all others can enjoy the benefits first fought for and won by activists— such as paid vacation entitlement, overtime pay, 40 hour work weeks, parental leave,

From page 15 - South Island Review

health benefits, sick pay and minimum wages. Let us not forget that Unions are the people who brought you the weekend.

According to the Canadian Labour Congress, on average unionized workers across Canada earned **\$5.28/hour more** than non-unionized workers. **Women with Unions** earned more too (\$7.10/hour or 35% more than non-union) and got paid more fairly. **Workers under age 25** earned an extra 27% from jobs covered by a collective agreement.

Due to the fact that Union jobs pay more than non-union jobs, companies resist them. They don't want to pay one penny more than they have to. Anti-union people suggest that dues are the trade off for the higher wage which is rubbish. Dues on average are around \$700 per year for a full-time employee making \$40,000 per year. That is 1.5% to ensure you have job insurance and many of the perks that would definitely not exist without a Union contract. Companies are not paying overtime premiums and shift differential out of their own good nature.

One other point of interest is job security. A Union worker cannot be laid off in order of who the boss likes the least. You cannot be fired without just cause and you cannot be demoted without reason. Union membership is comparable to having house insurance. You may not think you need it until an unfair boss doles out some arbitrary discipline or dismisses you to hire his wife's cousin. Then it is money in the bank.

The long-time members at the BCFDC can attest to this. Over the years they have gone through about eight different managers. Have all of them been fair? No. Has the Union had to fight for members' jobs or for what is right? Yes. Will the Union always fight for what is right? YES! Will the current manager be there for long? History says no. To rely on one transient manager to treat you as well as your Union is absurd. Here today, gone tomorrow.

During the hearing at the Labour Board for the decertification application, the Union had strong evidence that there had been manager interference with the application. The employer cannot assist or participate in organizing a decertification: It is against the law. So it was ordered that a certain employee and the managers had to produce copies of all communications, text messages, email, and phone records between themselves, concerning the decertification application during the past six months; As well, all internal communications with respect to the potential application for decertification during the past six months. They were given 14 days to produce the records.

Coincidentally, the decertification application was

withdrawn the day after the order to produce communication records. Hmmm.

I feel that with the proper information people will make the right choices. I hope the members at the BCFDC make the right choice if a future decertification application is presented to them and vote NO to decertify.

Arbitrations

Chances Cowichan has two grievances that are going to arbitration in April 2017. One of these grievances involves employee discipline being given on the basis of company policy that has not been applied consistently nor has every employee been made aware of the policy. There is much case law on the topic of policy outside of the Collective Agreement and how it must be applied. In fact just this month, four employees who were terminated since last year, from School District #79 due to in-house policy were reinstated and will be made whole.

I have an outstanding grievance going to arbitration in May 2017 with Wescon Cedar Products for supervisors doing bargaining unit work. The worksite is toxic and even the supervisor in question has quit. There are other supervisors doing bargaining unit work as well, so the issue is still very much alive.

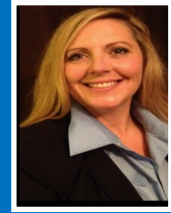
The Town of Lake Cowichan has a grievance that will be sitting in abeyance until we discuss it at bargaining, on the interpretation of the contract language regarding benefits. The question is whether or not employees are entitled to be reimbursed \$200 annually for orthotics. They have been in the past but now the Town says it was a mistake.

**In Solidarity,
Sister Dusty Palmer**



PORT McNEILL REPORT

By Shelley Siemens, Business Agent



Upcoming Courses

The past few months have been filled with meetings and elections. Most of the operations that I service have held elections for Health and Safety, Shop Stewards and EFAP Representatives. I am absolutely thrilled to see so many young and new activists stepping forward for the good of their membership.

Our Local Union is fortunate to have several courses that will be coming up for Stewards, and Health and Safety activists. There is a plan in motion for sending these new committee members to the scheduled courses, so that they can continue training. I know they will do a great job!



How to Get More Than What you Bargained for

Looking forward through 2017, there will be a few new contracts that myself and Bargaining Committees will be negotiating this year, so it was very beneficial for me to have attended a bargaining benefits course at the CLC Winter School in Harrison Hot Springs, BC. An interesting piece of information I

learned at Harrison is that you could get your drug prescriptions filled at Costco without being a member. Also, Costco, Save On Foods and Safeway were rated as some of the most cost-efficient places to purchase your prescription drugs. This is good information to have, as some prescriptions can get into the hundreds or even the thousands of dollars per month depending on the prescription.

Grievance Myths and Trends

I am noticing some grievance trends that are currently happening in a few of our operations. One trend is when there is a grievance filed for lost time or wages where a junior person has worked in place of a senior person. The company sometimes will tell the griever that they will make them whole by working them on another overtime shift as make-up work. Please be advised that the Union does not accept companies offers of in kind work to resolve lost time grievances, as many times the in kind work only succeeds in creating another grievance.

One myth to watch for is that members are being told that if they have worked through their paid 10 minute break, that they will need to work 10 minutes after work in order to be paid for it. This is not the case! Make sure, if you see or are being told something that is contrary to your Collective Agreements, that you have a discussion with your Shop Stewards and your Business Agents to find out what your rights are.

Things to Know About Bullying & Harassment in the Workplace

Workplace harassment comes up in just about all of our membership conversations. Mostly, what do we do if we are being harassed? What do we do as a committee when there is harassment? What are my rights?

The Company is required by law, to provide you with an accessible harassment policy outlining the procedures on dealing with harassment. The company is also required by law to provide you with a harassment free work environment. This is a Health and Safety Law, which is also covered in most Collective Agreements and if it is not, it is an applicable law that is still subject to the grievance procedure when not followed.

Work safely and continue getting educated.



**In Solidarity,
Sister Shelley Siemens**

ORGANIZING EFFORTS

By Richard Arnason, 3rd Vice-President



Red Chris Mine

In the fall of 2016, employees of Imperial Metals contacted Local 1-1937 and District 3 about organizing the Red Chris Mine in Northwestern BC. Imperial Metals has several mines in BC, one being the Mount Polley mine which is USW-certified. In mid-November, District 3 Organizer Alvin Lukinchuk and I travelled to Dease Lake, BC, to make initial contact with employees at Red Chris and start an organizing campaign. Due to the remote location, shift rotation and camp facilities located on the company property, access to employees is very difficult.

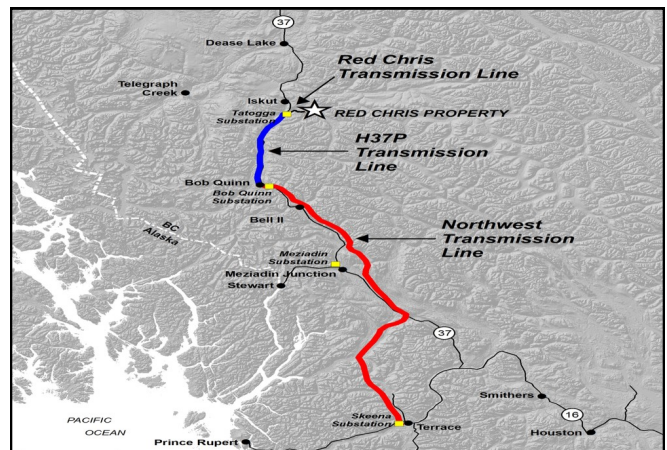
take information into the mine site and relay information. Imperial Metals management has not only reacted to our organizing efforts by the usual fear-mongering and spreading negative information tactics, but also announced a nine-percent wage increase to all production employees. Since December, we have developed and circulated three information leaflets on the mine site. We continue to gather information, make new contacts and receive signed cards online and by mail. As many of you know, organizing is a difficult task



Traditional organizing tactics were not always practical and new techniques were adopted. Imperial Metals charters flights to transport employees and management from all over BC to Dease Lake, where the employees are escorted by security from the airport to the Red Chris Mine site. With management and security present at all times, most employees are very nervous to talk to the organizers but would take information pamphlets that contained Union cards and postage-paid self-addressed envelopes. The organizers also used Facebook to make contact and send information to Red Chris employees. New technology was also adopted and used which enabled employees to sign cards electronically online by either texting or by email, for the first time in Canada. Several employees are working with the organizers to

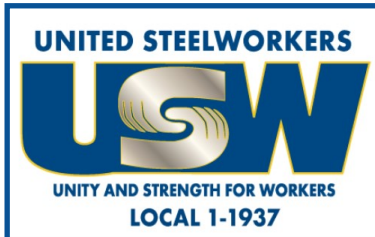
at best, but Local 1-1937 is in it for the long haul to increase our membership numbers, our diversity and strength for the greater good of our Union.

Red Chris is located 80km south of Dease Lake BC.



SAFETY FIRST

By Jack Miller, Safety Director



There is a new catch-phrase, at least new to some parts of the Forest Industry. It's called "If you see it, you own it".

While I agree that if you see work being done that is unsafe, you should bring it to the individual's attention immediately, you should not feel pressure to own it. A lot of workers have a hard time approaching others regarding safety issues: That is just the culture that exists. While we are working hard at the Union level to change that culture we continue to see forest companies reducing spending on safety programs. "If you see it, you own it" cannot be a two-tiered system. We have had several incidents over the past two years where an entire crew witnessed an unsafe situation in an active harvesting block. They saw the unsafe situation, they took ownership of it and went to the supervisor to voice their concerns. They were told to "suck it up", phase congestion in blocks was here to stay! A few days later, a fatality occurred. This is a prime example of why fewer people take ownership when they see safety infractions. They have seen the extreme outcome of a situation where they took themselves outside of their comfort zone to correct unsafe practices and were told a phase congestion work environment would be the new norm. Very tragic.

If you hope to change the safety culture in the Forest Industry then you have to show people that you are serious. We are constantly being told to lead by example as safety representatives. I say, "lead by example from the top down" when it comes to the corporate level. If the ways of doing business are changing to the point where they create unsafe work environments, then they should see that and own it!! Telling workers that they must find ways to work safely, while they continue to add more risks

through changes to harvesting methods is at best wishful thinking. It is up to us, Brothers and Sisters, to make our job sites safe. Take responsibility for your fellow workers' safety as well as your own. Do not feel intimidated by anyone. You have the right to stop work without fear of being harassed if you think something is unsafe. There is a process to be followed that protects you, especially in Union operations. Every worker has the right to a safe work environment, Union or non-union.

I urge fellow workers to get involved in safety, form an O.H.S. committee - training is available. Empower yourself through education so you can look after your Brothers and Sisters on and off the job site! As the forest industry continues to change harvesting methods, it puts more pressure and added risk on the remaining workers. Under these circumstances you would think that companies would take the lead in developing and instituting new safety policies and procedures. Instead, they are reducing actual hours spent by experienced safety representatives on actual safety inspections. They choose to come up with "new slogans" and place responsibility squarely in the workers' lap.

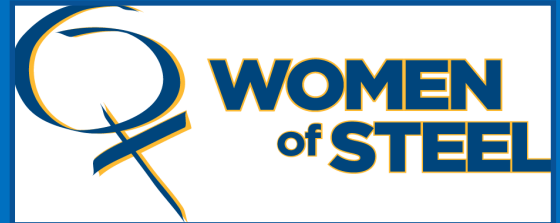
We must persevere in the face of adversity and remain involved in the procedures that affect our well-being.

SAY NO TO UNSAFE WORK PRACTICES



**In Solidarity,
Brother Jack Miller**

International Women's Day



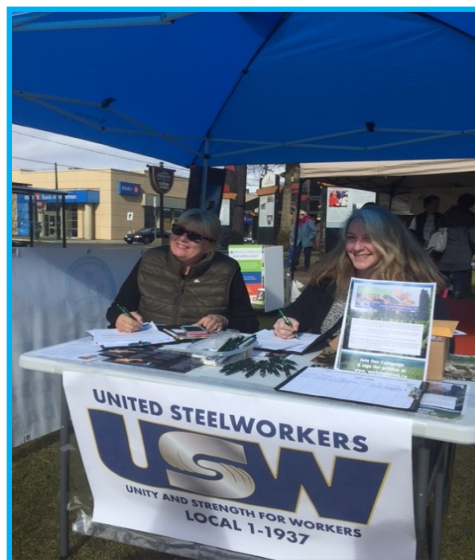
International Women's day is celebrated March 8th around the globe. It has been observed since the early 1900's. In 1908, 15,000 women marched through New York City demanding voting rights, better pay and shorter working hours. Officially recognized in 1911 and celebrated for the first time in Austria, Denmark, Germany and Switzerland. March 8 was only recognized by the United Nations in 1975 and each year since it has created a theme for the celebration. The theme for 2017 is [#BeBoldForChange](#). Gender equality has been a struggle that is ongoing around the world. Millions of women, girls and men took to the streets to march for the cause.

This year, USW Local 1-1937 WOS committee participated in what was the Cowichan Valley's first International Women's Day Rally in 30 years. After being approached by activist Gayle Hurmuses, both the Local and District 3 offices sponsored the celebration to assist in getting the rally under way. Women of Steel activists Wendy Goulding and Gillian Tew took to the stage to speak on working women in non-traditional jobs and on advocating for \$10.00 per day child care.

Goulding was a log scaler in the Local for 30 years. She has always been a strong advocate of workers, rights and is a steadfast mentor to female members.

Tew is a Union rep and also a Trustee within the Local, always standing up for what is right. She is also a new mother and has been faced with the outrageous cost of child care.

Tew commented, "I had the pleasure of speaking at the Cowichan Valley's first International Women's Day Rally. I discussed the troubles I went through going back to work as a single mother. In addition to being separated from my daughter, I was unable to find daycare because of the 1-2 year wait lists. I was blessed to finally get a spot at a private facility that had a last minute opening less than two weeks before my return to



work. As a single mother working full-time, the unaffordability of paying \$800-\$900 a month is just too high. Some areas charge \$1200-\$1400. I support the \$10 a day plan. The \$10aDay Child Care Campaign grew out of partnership between the Early Childhood Educators of BC and the Coalition of Child Care Advocates of BC to create the Community Plan for a Public System of Integrated Early Care and Learning. It won't happen overnight. I feel it is something communities need and it will help many families."

The \$10 a Day Plan will make child care affordable by bringing fees down to

- \$10 a day for full-time care
- \$7 a day for part-time care
- No parent fee for families with annual incomes under \$40,000

This will make a real difference for all families and is the single biggest step we can take to reduce poverty for families with young children. You can find out more at: www.10aday.ca

The Cowichan Valley International Women's Day Rally was well received by the community and USW Local 1-1937 was happy to participate. Investing in women's empowerment is huge. It improves the welfare of individual women and girls, their families and also entire communities. It is an opportunity for all of society.

It was not too far in our distant past that women could not even vote. Provincially, women were given the vote in 1916 in the four western provinces, in 1917 in Ontario, in 1918 in Nova Scotia, in 1919 in New Brunswick, in 1922 in Prince Edward Island, and in 1940 in Quebec.

We were not considered persons until 1929!! Seriously. Let us not roll backwards and continue to strive for gender equality for future generations of sisters, daughters, mothers, and wives.

BE BOLD FOR CHANGE!

VIOLA DESMOND



Who's the woman on Canada's new \$10 bill? Viola Desmond



In 1946, Viola Desmond's stand at a segregated Nova Scotia movie theatre made her into a civil-rights icon for black Canadians. The federal government announced that she'll be the new face on the Canadian \$10 bill in 2018. The new \$10 bill featuring Viola Desmond will make its debut in 2018, when she becomes **the first Canadian woman** to be celebrated on the face of her country's currency.

"Viola Desmond's own story reminds all of us that big change can start with moment of dignity and bravery," Finance Minister Bill Morneau said as he unveiled the choice during a news conference in Gatineau, Quebec.

"She represents courage, strength and determination—qualities we should all aspire to every day."

Viola Desmond was a cosmetics pioneer for black women in Atlantic Canada. Following in the footsteps of her father, a Halifax barber, Ms. Desmond started out in business at a time when few beauty schools would accept black students. After training in Montreal, Atlantic City and New York, she founded her own institution, Halifax's Desmond School of Beauty Culture, selling her own line of hair and skin products across Nova Scotia. But on one business trip on November 8, 1946, when her car broke down in New Glasgow, Ms. Desmond would become famous for another reason.

She went for a night at the movies. The fateful movie she went to see was *The Dark Mirror*, a psychological thriller starring Olivia de Havilland. She was at the Roseland Theatre to kill time while a garage repaired her car, which wouldn't be ready until the next day. But the Roseland was a segregated theatre; the floor seats were for whites only, while black patrons were confined to the balcony. Ms. Desmond was shortsighted and needed a better view, and

tried to buy a floor seat, but was refused because she was black. She then bought a balcony seat (which was one cent cheaper) but sat in the floor area – until theatre staff called the police and had her dragged out. She spent 12 hours in jail.

"She said, 'I stretched out and I was just getting comfortable and I thought, oh, this is nice, and I won't worry about anything,'" her 89-year-old sister, Wanda Robson, recalled. "And then this usher came up and told her she couldn't sit there."

Other Banknotes

The new banknote will cause some other changes to Canada's currency.

Sir John A. Macdonald, Canada's first prime minister, will move from the \$10 to a higher denomination, as will Sir Wilfrid Laurier, who is currently on the \$5. Another Canadian will be chosen for the \$5 note in a similar manner to Ms. Desmond.

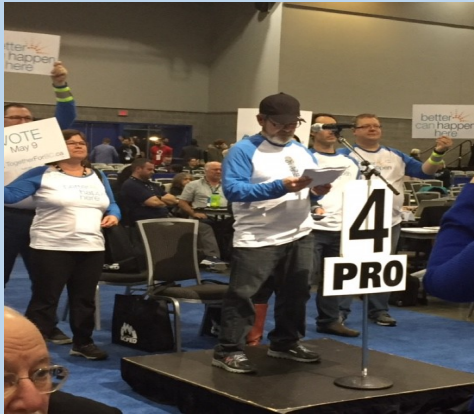
Former prime ministers Sir Robert Borden and William Lyon Mackenzie King will be dropped from the \$100 and the \$50. The \$20 bill, which has long featured the Queen, will remain unchanged.



Viola Desmond Stamp

MEMBERS OF LOCAL 1-1937

Tom McNulty



Brian Butler



Cindy Melvin



Gillian Tew



HAPPY RETIREMENT TO USW LOCAL 1-1937 MEMBERS WHO RETIRED IN JANUARY & FEBRUARY 2017

- | | | |
|-----------------------|-------------------------|---------------------------------|
| • Anderson, Ken | • Giesbrecht, Darrel | • Pedersen, Richard |
| • Baker, Ken B | • Gill, Malkiat S | • Pinneo, Gordon Charles |
| • Beech, Stanley G | • Gunn, Cameron S | • Queen, John E |
| • Browning, Brent | • Haines, Earl | • Rauch, Lewie Edmund |
| • Carne, Leslie Ian | • Hastings, Walter Dick | • Stauffer, Ronald F |
| • Cessford, William R | • Jessiman, William | • Stephens, Kent |
| • Cross, Michael J | • Jheeta, Sarbjit | • Vienneau, Ross P |
| • Daigle, Donald D | • Lapointe, Robert D | • Von Schilling, Douglas Walter |
| • DeClark, Brian | • Latrace, Brian | • Watson, Linda Marie |
| • Douglas, Brian A | • McLeod, Robert Earl | • Wheeler, Paul |
| • Esau, Aron J | • Nadeau, Michael M | |

ELECTION NEWS



British Columbia General Election 2017

The 41st British Columbia general election is tentatively scheduled for May 9th, 2017, to elect members of the Legislative Assembly. There are 87 seats in the Legislative Assembly of British Columbia, 44 seats are needed for a majority.

In the 2013 election the BC Liberal Party, under the leadership of Christy Clark, was re-elected with a majority government. The New Democratic Party, under the leadership of Adrian Dix, again formed the Official Opposition.

The NDP, now under the leadership of John Horgan, hopes to earn enough seats to become Premier. **The Union encourages all members to get out and vote for change.**

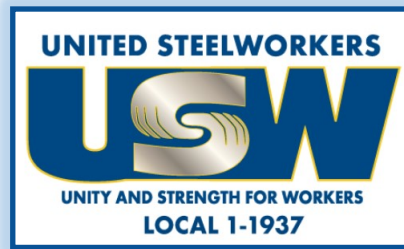
The following is a list of NDP candidates in some of the electoral districts that overlap our Local:

- Skeena - Bruce Bidgood
- Skeena - Bulkley Valley - Nathan Cullen
- North Coast - Jennifer Rice
- Delta North - Ravi Kahlon
- Delta South - Bruce Reid
- Courtenay - Comox - Ronna - Rae Leonard
- Cowichan Valley - Lori Iannidinardo
- Mid - Island Pacific Rim - Scott Fraser
- Nanaimo - Leonard Krog
- Nanaimo - North Cowichan - Doug Routley
- North Island - Claire Travena
- Parksville - Qualicum - Sue Powell
- Esquimalt - Metchosin - Mitzi Dean
- Langford - Juan de Fuca - John Horgan
- Oak Bay - Gordon Head - Bryce Casavant
- Saanich North and the Islands - Gary Holman
- Saanich South - Lana Popham
- Victoria - Beacon Hill - Carole James
- Victoria-Swan Lake - Rob Fleming
- Powell River - Sunshine Coast - Nicholas Simons
- Vancouver - Hastings - Shane Simpson
- Vancouver - Kensington - Mable Elmore
- Vancouver - Mount Pleasant - Melanie Mark
- Vancouver - Quilchena - Madeline Lalonde
- Vancouver False Creek - Morgane Oger
- Burnaby - Deer Lake - Anne Kang
- Burnaby - Edmonds - Raj Chouhan
- Burnaby Lougheed - Katrina Chen
- Burnaby North - Janet Routelage
- New Westminster - Judy Darcy
- Port Coquitlam - Mike Farnworth
- Port Moody - Coquitlam - Rick Glumac

All of these candidates will tell you that Christy Clark is not working for you. People are paying more, and are getting less. She is helping her friends at the top, giving tax cuts to millionaires. Schools are being gutted, health care is suffering, hydro rates are going up, ICBC is having increases.

It is time to give families a break.

VOTE FOR CHANGE



If you know of any family or friends that may be interested in joining our Union, have them contact us at our Duncan office at [250-746-6131](tel:250-746-6131). We will answer your questions and help you develop an organizing plan.

Have a voice on the job!

All calls are confidential.