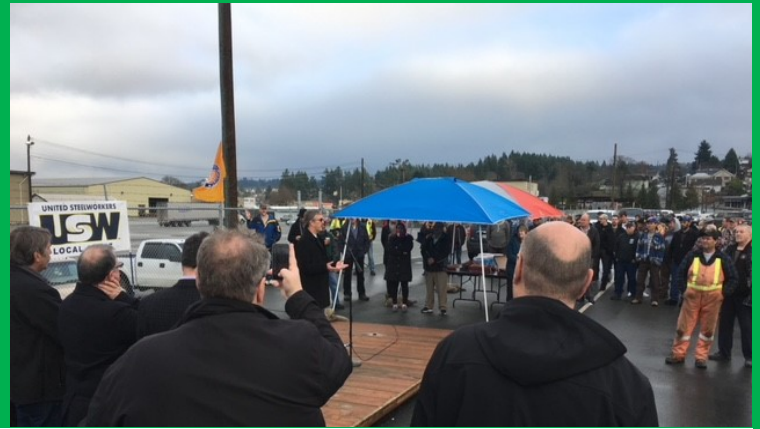


SOLIDARITY NEWS

OFFICIAL PUBLICATION OF USW LOCAL 1-1937

DECEMBER 2017



(On the left) President Brian Butler and (center right) Mayor Mike Ruttan speak to a crowd of about 200 people at the Port Alberni Somass Mill Rally asking Western Forest Products to restart or sell the Mill.

PLEASE GO TO: WWW.USW1-1937.CA TO SIGN THE PETITION TO RESTART THE MILL OR SELL IT TO SOMEONE WHO WILL

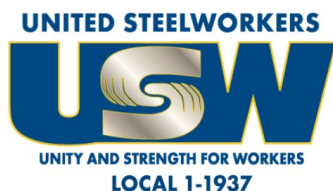


INSIDE

Cover page	Somass Rally
Page 2	Table of Contents
Pages 3-5	President's Report
Page 6-7	1st Vice Report
Page 8	Committee Elections
Pages 9	Officers Retire
Page 10	Membership Increases
Page 11-12	Workplace Fatality
Page 12	Alberni Valley News
Page 13	45 Years of Service
Page 14	Duke Point Update
Page 15-16	North Island Report
Page 17	South Island Report
Page 18	Port McNeill Report
Page 19-20	WOS Purses for Poverty
Page 21	A Steward's Role
Page 22-23	Member Photos
Page 24	Retirees
Page 25	Seasons Greetings
Page 26	Join Our Union

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

Editor: Dusty Palmer
President: Brian Butler
1st Vice-President: Rick Wangler
Financial Secretary: Pat Kinney
Telephone: 250-746-6131
Fax: 250-746-1012
Email: dpalmer@usw1-1937.ca
Website: www.usw1-1937.ca



EFAP

Employee and Family Assistance Program

Contact Numbers

- **Duncan** 250-746-6900
- **Nanaimo** 250-754-8222
- **Comox** 250-338-4533
- **Mainland** 1-877-746-6911
- **Campbell River** 250-287-2266
- **Port McNeill** 250-956-3144
- **Port Hardy** 250-956-3144
- **Port Alberni** 250-723-7001
- **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.

PRESIDENT'S REPORT

By Brian Butler, President



This past year has been an extremely busy one for the Local Union. It was a year that dealt with positive news and growth for the Union including the merger with USW Local 1-85 but was also one that held profound sadness and grief over the tragic deaths of four members, three in the Woss derailment in April and one this past November in Lake Cowichan where brother Ian Fraser was fatally injured when his logging truck went off the road near Caycuse.

Government Lobby

I have spent a significant amount of time since May of this year preparing lobby efforts and arranging and having meetings with Ministers of the new provincial government. After 16 years of BC Liberal Government, workers rights were systematically under attack in all areas from safety regulations and workers compensation (WorkSafe), to dramatic increases in log exports, to mill closures, poor forest policy and a one-sided Labour Board that did not ensure successorship rights in forest land transactions. I look forward to working with the Honourable Harry Bains Minister of Labour, the Honourable Doug Donaldson Minister of Forest, Lands and Natural Resource Operations and the Honourable Scott Fraser Minister of Indigenous Relations and Reconciliation and their staff, to address these and many other issues that can grow jobs, protect and enhance workers rights and stabilize communities. It will be an ongoing process in the coming months and years.

Job Losses at WFP Operations

A significant part of our Local is directly impacted by the actions of Western Forest Products. This past year there has been a significant lack of consultation on the part of WFP in many areas. After the tragic incident in Woss the company left 34 workers in limbo for over 6 months when they failed to restart

the railway. In the end they decided, without any discussion, to permanently shut the railway. A decision that is not being well received by the workers and the North Island Communities in which the impact has been felt. The Union has struck a Committee to engage with WFP under Section 54 of the BC Labour Code to protect the workers as best it can in the circumstances (meetings are ongoing).

WFP also indefinitely curtailed the Somass Sawmill Division in Port Alberni this year. A mill that made over five (5) million dollars in profit the previous year. The usual excuses about available fibre were used to try and explain the lack of investment and curtailment of the operation. This from a Company that still exports a significant volume of logs from Vancouver Island.

WFP also announced a permanent closure of the Saltair Planer Mill to which we are still in discussions regarding the impact to members and for the processing of the Saltair Sawmills lumber, which is protected by the contracting out provisions of Article XXV of the WFP/USW Collective Agreement.

The Union in both of these cases does not want to see another pile of rubble, which is now what remains of the Nanaimo Sawmill, after its demolition over the last two months. The reduction in capacity to manufacture the abundant riches that our Crown working forest represents, is not acceptable and should not be to the people of this Province. We clearly need to create more jobs per cubic metre in the BC Forest Industry, not less, and we look to the Provincial Government to review what is happening with jobs and communities all over the Coast. To us it is clear our Province needs a Jobs Commissioner in order to protect working people who have, for far too long, seen their jobs lost for the wrong reasons.

President's Report (cont.)

Fighting for Jobs in Port Alberni: Rally

On Thursday November 30 at 1 pm, a rally was held outside the Somass Sawmill which was indefinitely closed in the early part of this year. The rally was held to send a message to Western Forest Products that it either needs to open the Somass Sawmill and invest in its Port Alberni operations or sell them to a Company that will.

Those attending the rally heard from Bob Bortolin, Vice President of Business Development from the San Group (the San Group recently purchased and invested in the Coulson Mill), Port Alberni Mayor Mike Ruttan, NDP MP Gord Johns and myself speak about the need for investment in manufacturing and value-added operations as well as the need to reduce log exports and keep logs in the Valley.

Over 200 people attended. Mayor Ruttan stated "WFP needs to invest in the site and reopen or make the bold decision to sell it to someone who will". He went on to say there are a number of companies who have expressed interest in the mills and TFL 44. Member of Parliament, Gord Johns, stated that what is going on in the Valley shows the need for a national forest strategy. Bob Bortolin from the San Group stated "As a group we are committed to this town and we are not leaving. We want to bring (this Valley) back to what it was". *Note: The San Group advised me that it has tried on two occasions to meet with WFP to discuss taking over the mills and TFL but WFP has to date not agreed to meet.*

I spoke on behalf of the Local Union and noted that the workers and the community deserve better. The people of the Valley and all BC citizens own the working forest and companies like WFP need to invest in manufacturing and value added. Its not acceptable to export our logs while closing manufacturing operations. Our Union will continue to address the issues in the Port Alberni Valley with the Provincial Government and WFP in the coming weeks and months ahead.

It is our hope that WFP significantly changes its direction in the Alberni Valley regarding the Mills and TFL or sells its assets there to someone who has a vision for investment, utilization, full employment and respect for its workforce and their community. *Note: WFP recently began demolishing its Nanaimo Sawmill which has been closed for approximately two years.*

Somass Mill Rally



WFP - Payroll Program

In the last few months many WFP members have raised concerns with WFP's new payroll system ADP. Those concerns have been raised all over Vancouver Island and from every WFP operation. Concerns range from members not having a computer or smart phone required to access the app needed to view their own paystub, to the fact that the new paystub does not record the days in which each days' pay and rate of pay were earned, among other issues. It was asked of WFP why there was no date beside each days' pay when there is a column marked "date" on the stub. The Local was advised by WFP that ADP did not have the ability to input the dates and that they paid for the best program ADP had. The Local then supplied a copy of a Longshoreman's ADP paystub with dates beside each day worked in the column titled "Date YMMDD".

President's Report (cont.)

Once again WFP made no attempt to consult the Union prior to making its decision on the new program. Don't get me wrong. They don't have to consult, but when changes are made that affect all members at WFP, it might help to have some dialogue first, as the result might be less of a problem. The Local Union believes the changes violate the Collective Agreement and past practices and has therefore filed a Union grievance on November 8 on behalf of all members. At this writing we are still waiting for Western's reply to the grievance.

Alternate Shifts - Unsafe and Unwanted

One big issue that keeps members awake at night and fatigued on the job is Alternate Shifts in both Logging and Manufacturing. In all areas of the Local Union members have with growing consistency let it be clearly known that removing alternate shifts from the Collective Agreement is a top priority for the 2019 negotiations with the Forest Industry on the Coast of BC.

Stories of worker fatigue on the job and off have become rampant. Workers have told me directly that shifts such as 4X10's (10 hr shifts) with split days off that start at 5 am and end at 2 am when operating 2 shifts in manufacturing have made life difficult for them and their families and are unsafe to work. Others commenting on shifts such as the 6 on 3 off (8 hr 37 min day) and the 4 on 4 off (10 hr 50 min day) are equally upset with the fatigue, no set days off including the loss of family time and the ability to volunteer in their community and the pressures on relationships.

Most companies, including the contractor community, have gone away from the use of the alternate shifts. WFP is the primary user of the despised shifts and have been repeatedly engaged by the Union about the need to revert to safe, eight (8) hours shifts.

The response to date has been a direct no, and a stated reason has been that they need the alternate

shifts in order to be viable. With today's lumber prices and robust markets the Union does not share this belief and clearly for its members, the answer is not acceptable. *Note: A significant number of local WFP management personnel who have been working these alternate shifts (as well as some not working them) speaking on condition of anonymity have expressed their frustration to Union members and agree with Union members that the shifts are not healthy or productive.*

Many studies over the years had concluded that long hours of work, working nighttime hours and irregular hours lead to fatigue and poor health. Fatigue of workers should be taken more seriously by companies who schedule such alternate shifts as fatigue is in itself impairment, that can lead to serious accidents.

I urge all members suffering under these long, irregular and late-night shifts to report your fatigue and related issues to first aid and to make sure your Safety Committee records your concerns and addresses them at their Joint Safety Meetings.

In closing I would like to note that 2018 is going to be an even busier year for the Local Union than the one just passing. We will work our hardest to achieve the needed improvements and protections labour needs from the new government as previously stated. We will begin to prepare for the Coastal Collective Agreement bargaining year in 2019 by engaging members on the issues most important to them and we will continue to focus on informing new members of their rights, training our activists and enforcing our collective agreements to ensure our individual and collective rights are respected and protected.

I wish all of you and your families a joyous Christmas season with the hopes for all of us to have a happy, healthy and prosperous New Year.

In Solidarity,

Brother Brian Butler

Mid-Island Update

By Rick Wangler, 1st Vice-President



This past several months has been busy to say the least.

As we approach the end of the year I'd like to take the time to report on the major issues that I have dealt with over the past 12 months.

If I go back to the beginning of the year it was a time where we had just entered bargaining with TimberWest for a collective agreement with a company that has no employees. One would wonder why we would have to negotiate with TimberWest at all, but as they are attached via the Woodlands Letter of Understanding that was imposed in 2004 the question is still, and will likely remain, unanswered. The TimberWest bargaining came to a halt over a dispute around whether TimberWest can unilaterally cancel an award that is referred to as the Don Munroe Consent Award or TimberWest Consent Award. This award provides job and membership security to both USW Members and the Contractors that employ them. As no agreement could be reached in respect to the ability to unilaterally cancel an award of an arbitrator it was referred to arbitration and we are currently waiting for the answer to that question. Once the answer is received a decision on how to proceed will be made at that time.

As reported previously we had an arbitration regarding Contracting Out at WFP's Powell River Operation. The Union contended that the company was in violation of Article XXV when they used non-union contractors to do the work that was once done by Powell Daniels Logging, a Union company. Powell Daniels was bought out under Bill 28. Bill 28 was the bill that reduced the annual allowable cut by taking back 20% of the TFL's and assigning that volume to BC Timber Sales and other land use settlements. The issue was that although Powell Daniels was bought out of the Powell River operation the fibre that was taken out of the TFL came from the

Mid Island area. This in effect de-unionized areas that were previously Union operations. At the end of the day Vince Ready, the contracting out Umpire decided in favour of the company. He ruled that Bill 28 created a "special circumstance" which allowed the Company to now contract out the old Powell Daniels cut non-union.

A good part of the spring was spent on the TimberWest Oyster River restructuring. It was a complex and time-consuming process which led to merging four operations to three. Although those at the lower end of seniority were impacted the most, that is the way that Union operations work; seniority competency considered. At the end of the day I believe merging the four contractors to three was the right decision as the volumes available would not have been conducive to continuing to have four Woodlands Contractors. The 1986 snapshot remained intact and the senior employees maintained their employment.

After a short vacation and following the Labour Day weekend we entered bargaining with Comox Valley Distribution. After what could be deemed a bad start where the company cancelled the second day of scheduled bargaining, after the exchange of proposals. After getting back together with the company we were able to negotiate a proposal that the bargaining committee was prepared to recommend to the membership. The Agreement saw substantial increases for Owner Operator's as well as hourly employees. There were improvements to hours of work, benefit improvements, RRSP improvements, a new footwear allowance and general wage increases for each of the five years. The agreement was ratified by 79% of the membership.

1st Vice-President's Report (cont.)

The last thing on my agenda for 2017 was being involved in Sec. 54 notice regarding the closure of the Englewood Railway and negotiating an adjustment plan for the 34 or so employees affected by the closure of the railway. The Englewood railway has been hauling logs to Beaver Cove for many decades. The Union takes the position that all additional trucks required to haul the logs the train hauled should be company (WFP) Union positions. By the time this is published we hope to know the outcome of this issue as many people are eager to know what is in store for them and to get on with their lives.

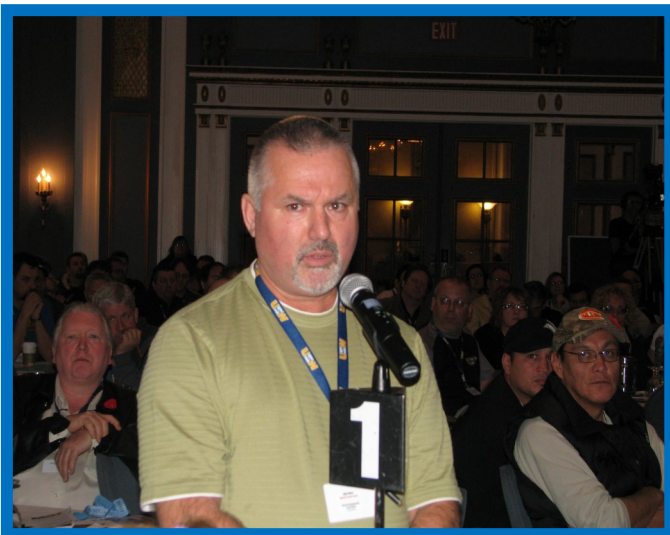
In closing I would just like to thank the Staff of the Local Union as well as all the activists I have had the pleasure of working with over my time in office as I am retiring as of February, 2018. I intend to spend more time with my family and especially my grandson who is in our care. Family time is something all the business agents relinquish when you take a position working for the Local Union but I

wouldn't have missed it for the world as I have had many experiences that I would not otherwise have had. We have experienced success as well as defeat on some issues but in looking back, the Local Union in just the areas I have serviced has been successful in getting many millions of dollars in settlements and severances during my time in office that had it not been for the Union, employees would not have gotten. All of this could not have been achieved without the assistance of the many Union Activists that we have and continue to work with. That is why it is so important to be involved in your Union.

Best Wishes to All for the Season and Beyond.

In Solidarity,

Brother Rick Wangler



Upcoming Committee Elections

By Rick Nelson, 2nd Vice-President



Well, 2017 has been a busy and interesting year in the Local. We are now merged with Local 1-85 in Port Alberni and we are now one Local Union on the Coast of British Columbia. Next year is going to be as busy and interesting as 2017, with Local Union elections coming in the spring. I will also be conducting elections in all of the operations I service for both Camp Committees and Joint Health and Safety Committees, so I would like to see everyone get the word out in your operations and encourage people to consider getting active and putting their names forward for service. An active committee in your operation goes a long way to keeping the employers in line as well as building solidarity with our members.

Education is also key for our Local to stay strong and relevant, and we will be conducting Shop Steward courses again in the New Year, so people wishing to become active will have the opportunity to take Level 1 Shop Steward, or Level 2 if they have already taken Level 1. I had the pleasure of co-facilitating the Level 1 course in October, and was encouraged by the keen participation of all of the members who attended, and look forward to possibly seeing many of those students attend Level 2 when it is held.

I can update you on one ongoing issue that we have been involved with on Haida Gwaii which deals with the Article XXV and the Woodlands Letter of Understanding arbitration which we were unsuccessful with back in January of this year. The Local filed an appeal of that decision with both the Labour Board and with the Supreme Court, and a hearing will be held December 12th in Vancouver. There is a lot at stake for the Edwards and Associate employees who lost their jobs as a result of Taan Forest purchasing the Bill 13 rights from Edwards and then extinguishing it, so we will not let this one go without pursuing every avenue possible for our members. Hopefully in our next addition of the Solidarity News I will be able to report some positive results from our appeals.

In closing I would like to wish everyone and their families a safe and happy holiday, and I look forward to all of the challenges we will be facing in 2018.

In Solidarity,

Brother Rick Nelson.



Shop Stewards Level 1 course, October 2017

TWO LONG-TIME OFFICERS SET TO RETIRE

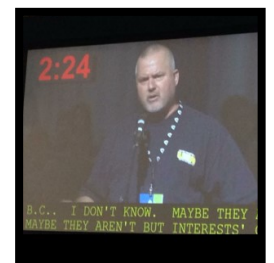
By Brian Butler, President

As this is the last edition of the Solidarity News before the retirement date of two Local Officers, I would be remiss if I did not acknowledge them for their dedicated service to their Union and their Local. Brothers Gary Wong and Rick Wangler are retiring at the end of January 2018. We wish nothing but the best for both of them in their retirements. They are well earned.

Brother Wangler the Local's 1st Vice President and former President of Local 1-363, prior to the merger that created our Local 1-1937 in 2009, was first elected to office as Vice President in 2000 and then as President in 2002. Since that time, he has excelled at representing the membership in grievances to collective bargaining and every other means a dedicated trade unionist could, in between. Protecting members rights on the job, elevating their living standards and providing answers and resolves to workplace issues is what Brother Wangler was all about. His research and preparedness on important matters were second to none. We wish Rick and his wife Mona all the best for a long, happy and healthy

retirement.

Brother Wong's service to the Local Union goes back a long way. He started as a Business Agent for IWA Local 1-217 in Vancouver in 1987 and was that Locals 1st Vice President when the Local merged with Local 1-71 in 1998. At that time Brother Wong was 5th Vice President and has been a Business Agent for USW Local 1-1937 since it was formed in 2009. Brother Wong who is also a School Trustee in Burnaby has long been a political activist for the BC NDP. For the Local Union he has serviced members in Vancouver with a passion that many activists do not have. His knowledge of collective agreements and the many arbitrations and rulings on them over the years has been a huge asset for the Local and for the members he represents. It is very hard to replace people with as much dedication and experience as Brother Wong has. On behalf of the Local, I wish Gary and his wife Wendy all the best for a long, happy and healthy retirement.



From Left: Brother Gary Wong and Brother Rick Wangler

MEMBERSHIP INCREASES

By Pat Kinney, Financial Secretary



This year in review has found our Local mourning the tragic loss of too many of our members, needlessly. Our heartfelt thoughts go out to the impacted families and close friends of those who have passed.

The membership numbers continue to increase despite some losses of long standing companies shutting down this year with the closing of Helifor and WD Moore affecting approximately 50 employees. The industry has also been impacted with a number of changes in harvesting methods of which the impact has not yet been totally realized for job loss coming from traditional ground based systems of Hoe Chucking and Cable Yarding to Tethered Harvesting methods.

Western Forest Products has recently announced the closure of the last logging rail line in North America in Woss, BC after a fatal accident this spring affecting 34 members, not all of which will be losing employment. They have also curtailed indefinitely, the Somass Sawmill affecting 70 employees. On a more positive note there was an agreement reached to put the Franklin group of employees back to work after a long dispute between the Local and Western,

affecting 80 employees.

As you can see, there has been some ups and downs but as a result of a number of changes including the merger of Locals 1-85 and 1-1937 we have had membership growth. We have an approximate total of 6500 members within the Local at this time.

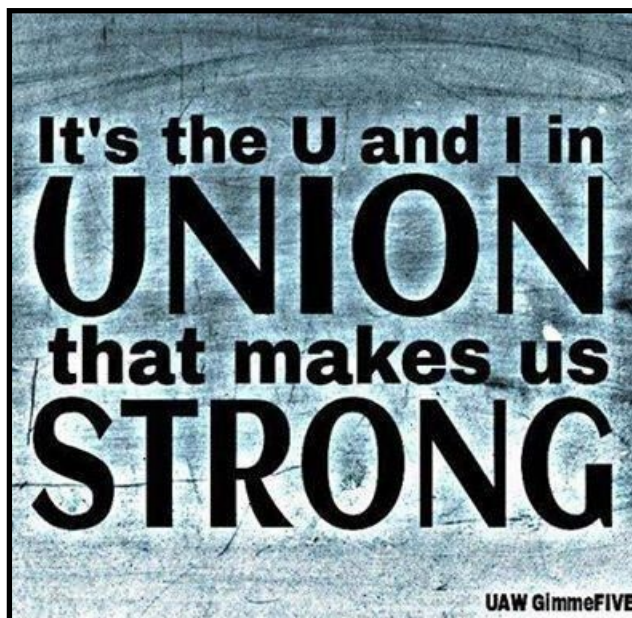
The Merge is near completion and will likely be finalized by the end of this year. I would like to thank the support staff who have done the majority of leg work in making this transition as seamless as possible. Again, a big thank you for a daunting job well done!

In closing I would like to thank the membership and all of those who work diligently on the committees for all their hard work. Working together can only make our union stronger.

Have a Save and Merry Christmas over the break.

In Solidarity,

Brother Pat Kinney

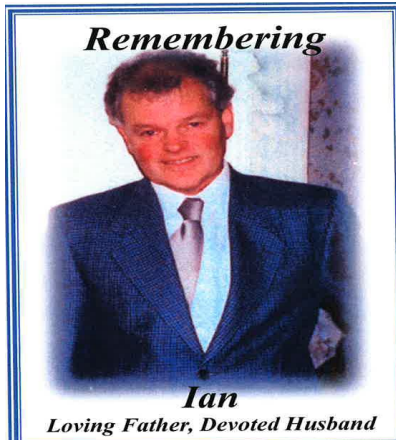


WORKPLACE FATALITY

By Richard Arnason, 3rd Vice-President



In Memory of Ian Fraser



It is with great sorrow I write to report a recent work place fatality. Ian Fraser was recently killed while driving to work on the South Shore Road near the Nixon Creek campsite. Unfortunately Ian's truck went off the road and landed on its side in a water filled ditch. Ian drove a logging truck in the forest industry for a great number of years as an owner operator and an hourly employee of several different contractors including Kaatza Logging when the accident occurred. I will remember Ian as an easy going guy that enjoyed driving log truck. Several of us from the Duncan office attended the celebration of life for Ian which was filled to standing room only and nearly overflowing. Ian was 68 years old with a wife and daughter.

Many areas including the Cowichan Valley have experienced heavy rains this fall. Heavy rain along with the condition of many of the logging roads on the South Island have led to many close calls along with the fatality of Ian Fraser. We are receiving reports of pickups and logging trucks driving through water axle deep and greater on their way to work. Many members are asking what happened to the rainfall criteria for shutdown.

In a meeting I attended with Brian Baarda COO of TimberWest he not only said that it's an employee's right to refuse unsafe work he also stated, **'it's the**

employee's OBLIGATION to refuse unsafe work.' Employees need to think twice if it is safe or worth the risk of getting hurt or killed by going to work during periods of extreme weather.

South Island Logging Report

November has been very busy to say the least. Local 1-1937 has continued with the Organizing campaign for the Red Chris Mine near Dease Lake in Northwest BC. Local 1-1937 applied at the Labour Board and was awarded access to the mine site. In the award 2 organizers were granted access onto the mine property for 2 separate weeks as well as food and lodging on site in the mine facilities and a private meeting room to talk and hand out information to mine employees. The organizers are making good progress and membership cards continue to come in.

Two very important issues for members which recently went to arbitration:

On November 2 and 3, 2017 Local 1-1937 was in arbitration with Island Timberlands for the cancelling of the Cowichan Revitalization Agreement. We are awaiting the Arbitrator's decision.

On November 8 and 9, 2017 Local 1-1937 was in arbitration with TimberWest for a disagreement on the Don Munroe Consent Award. We are waiting for the Arbitrator's decision.

We had arbitration dates for the non-union Crofton Sort or SILF scheduled for November but decided to adjourn to a later date based on legal advice.

We also had arbitration dates scheduled in November for Copcan Contracting's severance pay for permanent partial closure. In this case the Local with legal counsel reached a settlement for employees that qualified under the language.

Many of you may know Maverick Logging has lost the Woodlands Contract with Teal Jones and ceased operations on TFL 46. In the interim some Maverick

3rd Vice President's Report (cont.)

employees have attained employment through agreement between the Local and the Bill 13 contractors to clean up Maverick settings until the end of 2017, weather permitting.

Tech change grievances and wage rate determinations for tethered equipment are still ongoing as well as many overtime grievances for overtime being paid after 10 hours and not after 8 hours as per the Collective Agreement.

As we come to the end of 2017, I would like to wish everyone a very Merry Christmas and a very safe New Year.

In Solidarity,
Brother Richard Arnason



ALBERNI VALLEY NEWS

By Glen Cheetham, Business Agent



The forest industry in the Alberni Valley has been rather bleak over the past year and has taken some hard knocks.

Western Forest Products Somass Sawmill was curtailed in February of 2017 and an indefinite curtailment was announced in July of 2017 with severance offered to the crew.

Western Forest Products Alberni Pacific Division has been on a one shift basis since February 2017 with no prospects of ramping up in the near future.

Franklin River Division was curtailed most of the year also. Fallers went back to work in July and the Y&L returned to work in October but there has been turmoil all the while. As of this writing, the operation has been curtailed until further notice.

The only positive is that the SAN Group purchased Coulson Manufacturing and is working hard to increase production from one to two shifts there. They are also interested in purchasing the Somass Alberni Pacific Division mills and the T.F.L. 44 from Western Forest Products to create employment in the Alberni Valley. So far Western Forest Products hasn't engaged in conversation with the SAN group. We are hoping for a positive outcome.

Best wishes to all for a great holiday season.

In Solidarity,
Brother Glen Cheetham



45 YEARS OF SERVICE

By Gary Wong, Business Agent



I would like to take this opportunity to hope everyone has a happy and safe holiday season and to wish you and your family all the best for 2018.

Before years' end, I've been trying to wrap up as many issues as possible.

A renewal collective agreement for Howe Sound Pulp and Paper, Westcoast Cellulose Division was successfully concluded in November. Many thanks to Plant Chair, Steve Drescher, who assisted in negotiations. The terms of the four-year agreement were patterned after the settlement reached by the UNIFOR pulp union with their companies. It was ratified with a 100% acceptance vote of the crew.

Along with Plant Committee members Dave Johansson, Kyle McDonal and Suki Sangha, Rick Nelson and I are currently in negotiations with Squamish Freightways Ltd., a trucking company. Although not yet completed, we have tentatively made significant improvements to the Weekly Indemnity and Retirement Plans. A new annual boot and glove allowance and improvements to the Extended Health Care Plan have also been achieved. More meetings have been scheduled in December and we hope to conclude an agreement soon.

As many of you are aware, after 45 years of service I will be retiring in January 2018. While I'm looking forward to the next chapter in my life, I do leave with some regrets. I will miss the many people I've had the opportunity to work with over the many years. From our active members, Plant Committees and Executive Board to the Officers and Staff of our Local Union, I give my heartfelt thanks for all your help assisting me to represent our membership. I do leave with the full confidence that our Local Union is in good hands with an effective, knowledgeable and dedicated leadership. Thank you for allowing me to represent you.

In all my years with the Union, the most rewarding time during my tenure was as a Director of the Forest Worker Transition Program. The program assisted displaced forest industry workers to retrain and

transition into new employment. It was launched and funded by the NDP government in 1996 and provided living expenses and paid for retraining workers who had lost their jobs. The program was immediately cancelled upon the election of the Liberal government in 2001.



With our recently formed Provincial government, the signs are clear that after 16 long years of a Liberal government, making life easier for working people will once again be the focus. Many positive changes have been implemented and others are in the works. For example, the Employment Standards Act and their complaint process are currently under review. It is expected that workers will no longer be on their own (self-help kit) to deal with an unlawful employer and that the minimum standards will once again be enforced. WorkSafe BC and how they treat injured workers is another area of review.

There are so many reasons why I and other Union leaders support the NDP. We are responsible to look after the well-being of our membership and that of working people in general. A Provincial Government that shares our values makes it possible for us to achieve our goals.

In Solidarity,

Brother Gary Wong

DUKE POINT SAWMILL UPDATE

By Tom McNulty, Chairman



In January of 2017, the Union filed a policy grievance regarding a violation of the Duke Point Training Agreement. This resulted in the Union holding the grievance in abeyance until the Company commits to the following:

-Supply all paperwork to the Plant Committee as per the Duke Point Training Agreement.

-Strike a Training Agreement Committee which includes three members from the Duke Point Plant Committee, and three people from Management.

The Committee goes over everything from ongoing training of trainees, qualification of trainees, which jobs require posting more trainees and so on.

The Committee also meets weekly and keeps the ball rolling in regards to getting the training we require, completed in a safe and timely manner.



We have had up to 24 trainees in one week training, but are averaging 10 to 12 per week right now. It gets hectic at times, but serves as an opportunity for all members and management to keep an eye out for each other. It also increases awareness of our surroundings and assists in learning the flow of the mill as we proceed forward.

A new manager was hired in March 2017, Kevin Summerville, who came from AP Division. Kevin is our fourth manager since the mill started back up in 2014. Kevin attends most of the Training Committee Meetings and has been helpful in getting our training moving forward.

On the Thanksgiving long weekend, management

announced the latest upgrade to the Duke Point Planer Mill in the way of an "Auto-Grader Installation."

Discussion with Union Reps are planned within the next six months to inform us of "Technological Change" and what effects, if any, it will have on our graders in the Planer. So far no meeting notice has been sent to the committee by the Company on this issue. All graders are still on their jobs.

Mid-October, the company implemented alternate shift scheduling at Duke Point Division. They served notice as per Supplement No. 8 in the Collective Agreement October 13, 2017.

On November 20, 2017 we started two 10 hour shifts per day, Monday to Thursday. Dayshift is 6:00 am to 4:30 pm, afternoon shift is 5:00 pm to 3:30 am.

Friday runs a dayshift only, geared towards training and development of crews. Trainees are running the mill on most jobs during this shift. It is a 90 hour work week.

On January 2, 2018 we go to a full 100 hour work week. Monday to Friday, two 10 hour shifts.

Dayshift and afternoon shifts will be the same times as the November schedule. All production employees will get Saturday and Sunday off, with a rotating day off during the week. The Planer mill is running Monday to Thursday, two shifts.

Early December, the company gave notice to have a meeting with all the filers at Duke Point along with Union Reps to discuss centralization of circular saw filing. The meeting is scheduled for Friday, December 15, 2017 at 4:00pm. No further details have been given at this point.

Our seniority list as of December 2017 shows 176 fulltime members, 5 probationary employees, and 12 casual employees. We are a large certification that takes continuous work on the part of the Stewards.

I'd like to wish everyone a Merry Christmas and a Happy New Year. Take it easy and be safe.

In Solidarity,

Brother Tom McNulty,

NORTH ISLAND REPORT

By Dan Jorgenson, Business Agent



Helifor Closes Its Doors

It was May 8, 2017 when the phone rang and I was informed that Columbia helicopters was selling off the assets of their Heli Logging Company, Helifor.

Helifor Industries Ltd., was started in 1978 as a subsidiary company to Whonnock Industries. They went on to work for Interfor under the same name until they were sold to Columbia Helicopters in 2006 and became Helifor Canada Corp, December 19, 2006. Although they had different names they were known simply as Helifor. They had at one point, five unionized crews working on the coast in various inlets, bays and channels. The crews all had names; Eclipse, Odyssey, Horizon, Meridian, and Paragon. In the end, only Eclipse and Odyssey remained. All were union crews. The company was old school logging. You started off as a chokerman and worked your way to manager, in house.

I enjoyed being the Business Agent for Helifor and my favorite memory with them was one day in the winter of 2014 while a crew was working in Hardy Inlet. It was my first trip to see them and I flew in on the milk run. By the time the Otter plane got over Rivers Inlet my stomach was churning from the rough flight. We were halfway up the inlet and the pilot leans over to me and says the plane ahead of us says it is socked in. He turned the small Otter around and we headed south-west toward the Pacific Ocean. My stomach subsided a little until the pilot announced that the other plane said it was now ok to retry a landing. I thought, 'OH NO,' but we made it in to Hardy Inlet and I was never so happy to put my feet on the ground. I give the crews much credit for flying in and out of wild terrain, in all types of weather to do their work.

The next day they were flying large cedars, 6-8 feet across. Watching the Sikorsky crane hurtling through the air with the turn of log attached hanging at an angle below the helicopter was a first for me. In order "to make it pay" every turn had to have the maximum allowable weight of logs in the turn. Yarding costs were steep. I was watching from a barge that was



about 1000 feet from the drop zone. I had a bird's eye view of the logs being released from the Sikorsky, hitting the water and then popping back up after they had been submerged in the chuck. Watching the logs fly by, just didn't get old.

(photo from Helicopters Magazine)

NORTH ISLAND (cont.)

Another memory made was in the spring of 2015, when the entire Odyssey crew called in one at a time with an Article XXV grievance. They certainly knew their rights and we won the grievance. I am going to miss being their Business Agent.

Some detailed facts provided by Gary Laidlaw, Helifor's president are these:

*More than 38 billion pounds of logs yarded.

*20.5 Million m³ logged or 2 1/2 times the current annual allowable cut on the coast of British Columbia. This is enough timber to build 541,000 detached homes. (64% of all detached homes in British Columbia).

*They flew an additional 1.4 billion pounds on heavy lift projects building power lines, mines, pipelines, fighting fires and much more.

*Over 4 million turns of logs, structure, water, heavy equipment and many other items were flown.

*They flew 217,000 hours mainly in Vertols and Chinooks but also cranes, Kamovs, Kamax and 61's. That equates to 24.77 full years, flying 24/7!

*Additionally they flew 84,000 hours on their own fleet of 500's.

An impressive record of flying.

Moving ahead to 2018 I want to wish everyone a healthy and safe holiday season and a very happy New Year.

In Solidarity,

Brother Dan Jorgenson.



SOUTH ISLAND REPORT

By Dusty Palmer, Business Agent



This past year has been a busy and productive time coupled with unfortunate loss of life within the membership. As I look forward to the New Year, I wish for the safety and well being of all members working on the job.

Certification Updates:

Cowichan Valley Regional District: Drywall is being banned from CVRD sites to make it safer for members. Due to asbestos in much of the building material dated before 1990, recycling employees unknowingly handle asbestos that puts them at risk. Asbestos kills. Effective December 18, 2017 drywall is no longer accepted at CVRD Recycling Centre's.

We are waiting to see if CUPE employees employed with the CVRD will go on strike and picket our sites. We have a shared employer and location and they have been unable thus far to come to an agreement with their contract negotiations. Preparations have been made on our side in case we are locked out due to a picket line. Members are asked not to cross any picket lines.



Cowichan Lake Education Centre: The Town of Lake Cowichan hired a consultant from NRGWise Consulting to bargain a new Collective Agreement. At the start of our second meeting I addressed unacceptable and sexist remarks received from this Human Resources professional. I was caught off guard when he told me, "he would turn me over his knee and spank me." I questioned myself as to whether or not I had heard correctly. In addition to this he made a comment to a woman vacuuming the meeting room that myself and the committee felt was inappropriate. She apologized to us that the room wasn't perfect and he said, "Well get back in there then." I demanded an apology for the entire committee and got one, yet I still find it unacceptable in this day and age.

We recently settled a Step 3 grievance that was headed to arbitration through the lawyers for a violation of seniority in scheduling work. Only a week after agreeing to pay for the

lost time the manager has violated seniority again by giving work to a junior employee while senior employees are on lay off. I suspect the manager is not paying attention or is simply refusing to follow the Collective Agreement. The Shop Steward was able to resolve this by explaining the contract. These breaches are unnecessarily adding up for the Town of Lake Cowichan.

Chances Cowichan: Chances has recently implemented a new discipline policy, outside of the Collective Agreement. During bargaining the company proposed they get rid of suspensions and we rejected their proposal. A couple of different things were going on. One issue is that it is often difficult to replace a suspended individual as there is no coverage. As a result, suspensions were postponed until weeks after the discipline was issued because the employee could not be replaced. A second point at issue is that the new policy, allows warnings to add up and before an employee knows it the next step is termination and they have not bothered to grieve anything. As a reminder to members, if you receive a discipline letter that is excessive or without just cause, you need to put in a grievance and fight to have it removed from your file. The company will continue to use progressive discipline and are not violating the contract, by eliminating different levels of suspension. Beware of the letters adding up and utilize your Shop Stewards when being called in to a discipline meeting.

Arbitrations:

The Town of Lake Cowichan has an arbitration under way regarding statutory holiday pay qualifying conditions. We were promised a ruling by January, 15 2018. One question needing answering is to do with what does "on the payroll" mean? We are awaiting the outcome.

WFP Head Office: We have a Section 104 expedited arbitration scheduled for the second week of January regarding discipline being issued without just cause. The Shop Steward was issued a three day suspension, in part for allegedly saying 'f**k.' It looks like there is an unreasonable amount of attention being given to the every move of the only shop steward.

Have a happy holiday and a prosperous New Year.

In Solidarity,

Sister Dusty Palmer

PORT MCNEILL REPORT

By Shelley Siemens, Business Agent



NORTH ISLAND UNION REPS. RECEIVE EFAP TRAINING

September 2017, our Local Union put on an Employee and Family Assistance Program training session with guest speaker Kelsi Baine from Upper Island Counselling Services Society. Some of my operations in the North Island have the benefits of EFAP bargained into their contracts which provides needed services to our Members and their families for the North Island.

Upper Island Counselling Society provides EFAP programs which have two distinct components: One that empowers employees to administer their own workplace program; and the other is a non-profit clinical resource located in the community.

How does this benefit our members?

Upper Island Counselling offers free confidential counselling and resource services for all active and retired employees that are covered by Upper Island. Other operations will have a different EFAP provider offered to them that covers their different areas.

Upper Island Counselling Services offers direct access to skilled professional counsellors like Kelsie Baine, for any personal issue. There is no set annual limit to the number of sessions per individual or issue. Upper Island Counselling offers a safe and anonymous place to seek help, entirely confidential from the workplace, and is completely voluntary, and cannot be used as a disciplinary measure. They offer library access to educational resources such as books and handouts.

In September our Union EFAP Operational Representatives attended a training and update session with Kelsie. They are all skilled and available to you inside your workplace. If you need any direction on how to contact EFAP services, feel free to contact any of these trained representatives. Your



From left: Gillian Tew, Shelley Siemens, Deb Wilson, Kelsi Bains, Belinda Sinclair, Katherine Pelkey, Christine Foster

operations should also have available EFAP posters and cards with Upper Island Counselling's address and numbers for your convenience.

I would like to wish everyone a Safe and Happy Holiday Season!

In Solidarity,

Sister Shelley Siemens



Counselling Locations:

625C - 11th Avenue
Campbell River, BC
Ph: 250-287-2266

280B Anderton Rd.
Comox, BC
Ph: 250-338-4533

Toll Free: 1-866-789-2266

PURSES FOR POVERTY

By Wendy Goulding,
Retired Member



This past summer the Women of Steel Committee began collecting items for a campaign we called **Purses for Poverty**. We collected purses and toiletries to be distributed to women and men of downtown eastside Vancouver. Homelessness in Vancouver is a social crisis. Our goal was to give back and make some people's day a little better. By the end of October we had 72 purses and 15 make-up bags filled with toiletries that included toothbrushes, toothpaste, wet wipes, feminine hygiene products, granola bars, shampoo, conditioner, hand sanitizer, combs, kleenex and other items that those lacking steady income or permanent shelters could use.

Early morning on the last weekend of October, Sister Gillian Tew and I started out on East Hastings Street at the Union Gospel Mission. We put up a poster to let locals in the area know that the following morning, WOS would be handing out purses. Later that day we were joined by Sister Tanis Royal, and the three of us went to Oppenheimer Park. The park is known as being a tent city and in fact, "there was a BC Supreme Court decision in 2009 which stated that homeless persons are allowed to camp in a public park if no alternative shelters are available. The City of Vancouver was granted an injunction to remove the tent city in 2014. It was estimated that there were 150 people living in the park," (Quote from Global News).

We talked to many women and passed out 20 of the purses. The people in the park this day were welcoming and receptive. One thing that struck us most was that there was no portable toilets or public washrooms in the area. The alleys, streets and park were littered with shit and urine because there is simply no other option for the homeless living nearby.

The gratitude that these folks showed us will stick with us for a long time. It was a beautiful sunny

day, and we were imagining what it was going to be like when the November rains started.

The following morning WOS met outside the Union Gospel Mission, and the three of us were joined by Sister Dusty Palmer. The stack of purses was steadily reduced to none as passerby's humbly received the offerings.

Shane Simpson, the Minister of Social Development and Poverty Reduction stopped by to greet us. He was supportive and said he always admired organized labour because of our stance on social justice. He applauded our efforts and took time to speak on the changes that the new NDP government wanted to make in the area of poverty reduction. Having been born and raised in East Vancouver, Shane is familiar with the issues.

The whole experience was uplifting and gratifying. Sister Royal commented that the trip was very rewarding. "It seemed little that we gave the less fortunate, but it was so much appreciation they gave back. I had a warm feeling of happiness that we made someone's day, and was so thankful for things I sometimes take for granted like my health, my job and what I am able to provide for my daughter. It was also fantastic to be with such great Union Sisters making this happen as a team."

We are inspired to do this campaign yearly, targeting another region next year. Homelessness and poverty is not confined to the downtown east side. There are many cities on Vancouver Island that would benefit from our contributions.

Happy Holidays, and all the best in the New Year!

In Solidarity,

Wendy Goulding

PURSES FOR POVERTY



Tanis Royal giving back to an East Van neighborhood.



Recipient of a handsome satchel from WOS.



From Left: Gillian Tew, Tanis Royal, Wendy Goulding and Shane Simpson (Minister for Social Dev't and Poverty Reduction)



Wendy Goulding distributing purses in East Vancouver

A STEWARD'S ROLE

By Aaron Henry, Shop Steward SD#79



The strength and weakness of your shop committee falls on your stewards. It is imperative to have experienced members holding roles in these positions in addition to inexperienced members. It takes time to gain the knowledge required to maintain the order of a large certification. I have held an active role in our Union for five years and am starting another three year term. My education is continuing.

As a steward you need to grasp completely the dynamics of all departments and how they run to be productive. You need clear communication methods and must know how to engage other channels to receive clarity, promote change and enforce the contract with confidence and passion. This comes from educating yourself, participating in courses and openly seeing from a unbiased lens. If a manager or supervisor gets angry, reacts negatively or swears at you, chances are you are doing your job when talking business or enforcing a matter.

It's been five years of enforcing the contract and others before me, and while we have achieved much, we still remain tested. We have gotten four members their jobs back, increased casual's rights, received back pay, settled countless policy and personal grievances, worked on morale issues, safety issues, personal issues and harassment issues. The process will continue to be ongoing. We strive to have positions posted on time and try to maintain open communication with the managers. We voted the membership and entered into an agreement for extra work. As well the committee reviews proposed Letters of Understanding to be accepted or not.

As a steward you will leave meetings thinking, "hey we're on the same page" only to find out the complete opposite a day later. You will be singled out, you may receive petty, sarcastic, and or condescending comments. You may have managers manipulating co-workers and feeding them their propaganda. You may have coworkers upset with

you. Know you will never please everyone and when you do satisfy someone by helping, in six months they may feel differently again. You may also have the victories of certain grievances, the completion of agreements, the changes of attitudes, the awe factor when you hear "I feel as though I can come to you and be supported". These are what keeps a steward going. Don't fall in to "reacting, getting mad, or taking it home". Stay firmly planted and true to what you are advocating for. Get to know the contract, as that is what holds and protects an individual to their job. Know the background to where the contract language came from. Know that strength comes from knowledge and that you are fighting for the right thing, not for an individual or selfish reasons. If you find yourself fighting for "friends" or gossiping, know that you are human and that you can be humble and change.

Dedication within our Union and ensuring the contract is upheld is security for all of the membership now, and in the future. Carry yourself with a sense of dignity and treat others how you want to be treated. Be the change, you want to see.

Wishing everyone a very Merry Christmas and a Happy New Year.

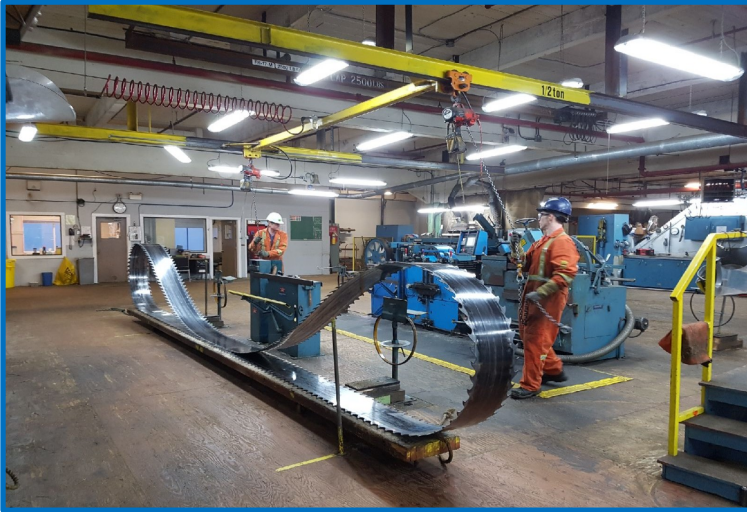
In Solidarity,

Brother Aaron Henry



MEMBER PHOTOS

2017



Burt Neilson and Shane Kavanagh filing a bandsaw at Duke Point sawmill



Lisa Lackie presents \$1000.00 to the Duncan food bank from the Humanity Fund



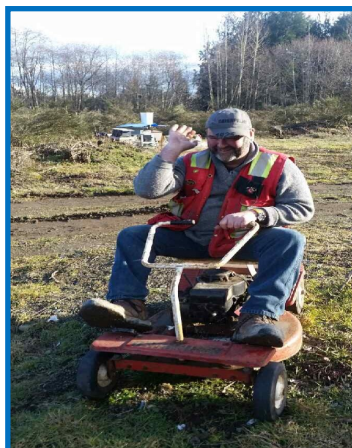
Glen Wood, round saw filer, Duke Point Sawmill



Shop stewards training, members from Skeena and Saltair sawmills



Karla Lotzien and Val Brooks, CLEC during negotiations



Brett Chester, CVRD Bings Creek Recycling Facility



Joe Doherty, School District 79

MEMBER PHOTOS

2017



Bob Finch, shop steward and filer apprentice at Duke Point Sawmill



Edward Good, grader at Duke Point Sawmill



Brad Morgan, Trainee on the #1 edger at Duke Point Sawmill



Gillian Tew presents \$720.00 to the Cancer Society from WOS fundraising efforts.

LOCAL 1-1937 RETIREES

SEPTEMBER 1 - DECEMBER 8, 2017

Addison, Gordon Richard

Bachand, Peter

Badyal, Jhalman

Benetti, Moreno Augusto

Brar, Tommy Sukminder

Brenton, Mike Alfred

Byrne, Edward William

Childs, Larry

Creamer, Warren L

Davies, Steven W

Del Rio, Ronald

Doolan, Doug

Eide, Gunnar R

Fenton, Dave

Gaiga, Marco P.

Haberland, Chris Kurt

Halvorsen, Allan

Hamilton, Robert E

Hart, Jim

House, Leland Harold

Jassar, Harbhajan

Kaila, Joginder

Little, Peter Edward

Magbanua, Remigio

Mann, Michael

Mann, Surinder S

Mesic, Mike

Morton, Terry

Neuwirth, William Paul

Noble, James A

Normand, Robert Albert

Ovington, Tom Russell

Pedro, Tony

Pelter, Barry

Peters, Daniel E.

Sayers, Dwain A

Taylor, David A

Thomas, Rick John

Truscott, Gary A.

Uzzell, Ken

Virag, James

Weening, Frank

**Local 1-1937 wishes you a long
and healthy retirement.**



SEASON'S GREETINGS

The Officers, Staff and Executive Board Members of USW Local 1-1937 would like to wish all of the Membership a safe and happy holiday season and a healthy and prosperous new year.

Your support for your Union this past year has been greatly appreciated. We will face many challenges in the new year; however by working together we can overcome any issue we face.

In Solidarity,

UNITED STEELWORKERS, LOCAL 1-1937

OFFICERS & BUSINESS AGENTS

Brian Butler-President

Chris Cinkant-Conductor

Rick Wangler-1st Vice-President

Gary Wong-Business Agent

Rick Nelson-2nd Vice-President

Glen Cheetham-Business Agent

Richard Arnason-3rd Vice-President

Dan Jorgenson-Business Agent

Norm MacLeod-4th Vice President

Dusty Palmer-Business Agent

Pat Kinney-Financial Secretary

Shelley Siemens-Business Agent

SUPPORT STAFF

Julie Wright

Laura Mauke

Corinne Kerr

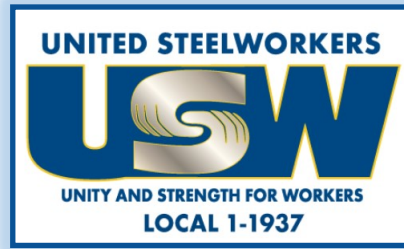
Star Phillips

Pat Bruggen-Cate

Jodie Morgan

Cindy Melvin

**Our Offices will be closed at noon on Wednesday, December 20, 2017
and will be reopened on Tuesday, January 2, 2018**



*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**. We will answer your questions and help you develop an organizing plan.*

*Have a voice on the job!
All calls are confidential.*