

# SOLIDARITY NEWS

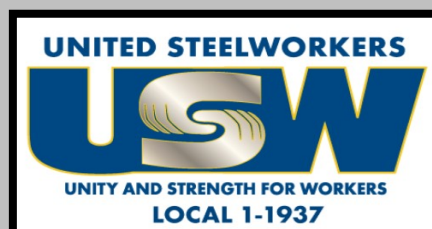
OFFICIAL PUBLICATION OF USW LOCAL 1-1937

APRIL 2018



## **Nanaimo Police Officers Not Concerned With Peaceful Information Picket at WFP Job Fair**

Activists from Chemainus Sawmill took their issues to a WFP job fair at the Vancouver Island Conference Center in Nanaimo on February 16, 2018. Employees are not content with the current work environment in the mill. Issues include alternate shifts, poor management relationship with the workforce, 15 salaried staff resigning in the past 12 months, and 24 employees laid off two months before having a job fair. The company's slogan is, 'Defining a Higher Standard' although they may be referring to our member produced products rather than operating policies or management practices.

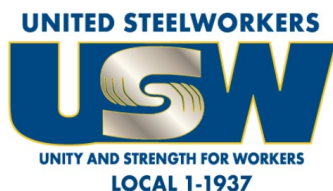


# INSIDE

Cover page	Information Picket
Page 2	Table of Contents
Pages 3-4	President's Report
Page 5	1st Vice Report
Page 6-7	2nd Vice Report
Pages 7	3rd Vice Report
Page 8	North Island Report
Page 9	Mandatory Retirement
Page 9	Alberni Valley News
Page 10	Investigation by Ambush
Page 11	Medical Requests
Page 12	Port McNeill Report
Page 13	Organizing
Page 14-15	Increased Truck Traffic
Page 15	International Women's Day
Page 16	Mainland Sawmill Fire
Page 17	WOS Habitat Build
Page 17	IWD Photos
Page 18	Termination
Page 18	Join Our Union
Page 19-21	Retirees
Page 22-24	Member Photos
Page 25	Skeena Sawmill Tour
Page 26	Communication Meeting

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# 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

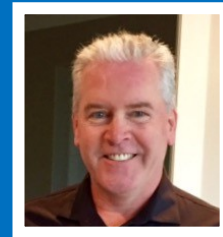
With compassion, respect and integrity, we help people to build hope, growth and well-being.



Creating healthy employees,  
families, and communities.

# PRESIDENT'S REPORT

By Brian Butler, President



## **Labour Relations Board Review Panel Appointed**

In the coming weeks we have an opportunity to make our voices heard at the government appointed Labour Board Review Panel struck to review the labour code which has been significantly tilted in favour of employers for the last sixteen (16) years.

The Panel is headed by Arbitrator Mike Fleming, Union Counsel Sandra Banister Q.C. and Employer Counsel Barry Dong.

All USW Locals and other Unions have been preparing documents to present to the Panel at various locations across the province which start on March 21, 2018 in Victoria. Our Local Union will present to the board on April 5, 2018 in Courtenay.

There are some key issues that are extremely important to our Union that we wish to impress upon the panel. They include the right to successorship for our members when forest land is reallocated to another party; whether that be to a community forest, first nations group or any other group that will continue to harvest the forest now or in the future. For far too long workers rights have been stripped from them when lands are removed from Tree Farm Licences (TFL's) or Timber Supply Areas (TSA's).

We also see too much bias from the LRB over the issue of designation of "common employers" which is where one company operates as two (one Union and one non-union) using common equipment, common employees and having common ownership. Union companies will often start up a non-union company to try and avoid having to operate as one Union operation even though they truly are one company. The current LRB has sided too often with employers on this issue as the determination of being a common employer is discretionary under the code and the LRB has too many employer sided Vice-Chairs in our opinion. The LRB needs benchmarks to

determine when two employers should be treated as one. Currently they do not.

Of course, there is host of other issues that Unions will be raising with the Review Panel, including the need to have automatic certification in Union organizing drives, as there was in the 1990's, to avoid employers having the ability to intimidate employees when the Union is trying to organize. We also need to see harsher penalties for employers who intimidate their employees when they exercise their right to join a Union.

## **Lobby Efforts with BC Government Ministers**

The Locals' lobby efforts with the new government remain on track with follow up meetings set up with Forest, Lands and Natural Resources Minister Donaldson on April 11, 2018 and Indigenous Relations and Reconciliation Minister Fraser on April 4, 2018. A meeting date is still being sought with Labour Minister Bains although some of our issues will be addressed through the LRB Review Panel, others remain. These meetings are designed to press the government for reasonable and effective policy changes in the Ministries that will improve the rights of workers, reduce log exports, support sustainable communities and grow the jobs in the forest industry. I have also requested a meeting with Premier John Horgan over his recent very positive comments regarding "appurtenancy" which is the system by which forest lands were tied to manufacturing prior to their elimination by the BC Liberals. We believe this is an important tool that can ensure that manufacturing closures will be a thing of the past.

## **WFP Payroll Grievance**

Just to note as a follow up to the last Solidarity News, the policy grievance regarding WFP's new payroll system which does not include the dates in which an employee works, among other issues has been referred to arbitration as the Union is not satisfied that the new pay stub meets the requirements of the Article.

## President's Report (cont.)

### Northern and Southern Interior Industry Bargaining to Start

As some members are aware, forest industry bargaining in the Northern and Southern Interior starts this year as their Collective Agreement expires in June of 2018.

While USW Locals 1-2017, 1-405, 1-417 and 1-423 bargain with many different companies including Canfor, West Fraser, Tolko, Interfor and others, many of our sisters and brothers in the interior have the same or similar issues as our sisters and brothers have on the Coast.

I was invited by the Locals to take part in those negotiations and have agreed to attend as many of them as I can. I think it is important to add the Coasts' voice to the issues as those issues are being addressed in their caucus; as what they negotiate this year may impact what we negotiate next year.

Several planning meetings have already been held and the Wage and Contract Conference for the Interior took place in Kamloops on March 19-21, 2018.

Beyond wage and benefit demands, there were several key issues the Northern and Southern Interior members expressed. They included a need to change and improve pension levels. The rest I will leave to them to address with their employers.

I will do my best to keep the membership updated on the bargaining developments as they happen.

During 2018 we will also be preparing for our own Coastal Bargaining prior to June 15, 2019, which will begin with a survey of the membership on issues important to them, followed by regional meetings to formulate resolutions, which will be sent to the Coastal Wage and Contract Conference for debate.

The Wage and Contract Conference will be held in late February or early March 2019 (actual date yet to be announced).

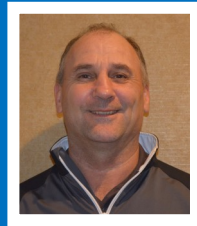
In Solidarity,  
Brother Brian Butler



President Brian Butler (centre table) attending the Wage and Contract Conference for Northern and Southern Interior Bargaining, Kamloops BC, March 19-21, 2018

# Mainland Update

## By Rick Nelson, 1st Vice-President



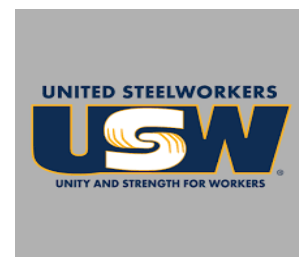
2018 started out on a bad note for the 127 employees at Mainland Sawmill in Vancouver, when on January 19<sup>th</sup> a fire broke out at the Sawmill. Although one worker was injured with some slight burns and 5 more were sent to hospital for suspected smoke inhalation, we were very fortunate that there were not more injuries. The fire started at 5:45 am, 15 minutes before the shift was to start, so many of the workers were not at their work sites yet. The cause of the fire was determined to be the failure of a hydraulic hose fitting which sprayed oil around in the shop area and was ignited by the friction of the pressure. The good news is that Terminal Forest Products Ltd. made the decision right away to rebuild. Those efforts are ongoing at the time of this writing, and appear to be on schedule to be finished by the end of April. Good news indeed for the employees who work there. The injured worker is recovering and expected to return for the start up.

The New Year has been busy with respect to the nomination process for new Plant and Camp Committees in most of the operations I service. Committees are elected for three year terms, as are the Officers and Executive Board positions in the Local Union. A couple of the nomination meetings have already resulted in elections being required. It is a good sign of participation when this happens, and refreshing to see people interested in stepping up and taking active roles in their operations. The Local Union Officers and Business Agents always appreciate when our members get active, and you never know, there may be a future Business Agent or Officer come from those ranks, which is where we all started.

I have been quite busy dealing with the contractor community up on Haida Gwaii. As a result of Arbitrator Lanyon's decision back in January of 2017, all contractors working on TFL 60 for Taan Forest Partnership must be USW certified. None of the contractors who were awarded contracts by Tann since that decision were Union Contractors, so for the last year I have been signing up contractors who have had no previous experience with the Union. It has been at times as much of an educational process as a formal signing up, but it has also been a productive venture. Today we have nine new contractors signed up, with another two or three still in the process of signing. This means that there will be new members, and old, enjoying the benefits of a Collective Agreement with benefits, wages, a pension plan and job security, which were not previously available to them.

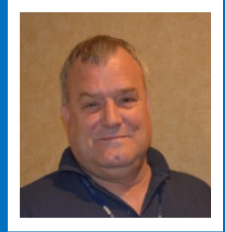
I would like to congratulate Rick Wangler and Gary Wong in their retirement from the Local in January, and although we will be very busy without their hard work, I wish them the best in retirement. To quote Gary Wong, "Hello pension, goodbye tension".

In Solidarity,  
Brother Rick Nelson



# SOUTH ISLAND LOGGING REPORT

## By Richard Arnason, 2nd Vice-President



2018 has started with the log markets doing well and earning high prices for lumber. Teal Jones has named Mount Sicker Timber Company Ltd the new Woodlands Contractor for the previous Maverick Logging crew on TFL 46. Mount Sicker is in the process of getting the crews back to work and ramping up production as they attain equipment and logging trucks. Local 1-1937 and FIR are continuing to work through the outstanding issues including grievances and seniority retention issues left behind by Maverick Logging.

Local 1-1937 has been advised that Timberstone Logging is leaving its Woodlands contract with TimberWest Cowichan Division. While Local 1-1937 has not been advised of the exact reasons for Timberstone leaving it doesn't appear to be a big secret that "logging rates" were a contributing factor. Timberstone will continue to operate for a short term to clean up current settings they have and to keep TimberWest cubic meter volume flowing until June or July when a new Woodlands Contractor should be put into the Cowichan Operation. Employees can work in other operations while laid off from Timberstone but if recalled must answer their posting or regular job when it becomes available if they do not want to lose their seniority retention at Timberstone.

Local 1-1937 was successful at Arbitration with Arbitrator Vince Ready for the cancelation of the Island Timberlands Cowichan Revitalization Agreement. Local 1-1937 has advised Island Timberlands they must stop bidding out cubic meter volumes. Local 1-1937 will be seeking damages for all employees and all Bid Out Timber volumes replaced. Island Timberlands has appealed the Vince Ready decision and we are waiting for the decision from the Labour Board.

Several grievances have been launched for various contractors including Camson Contracting, Fred Morris and Sons, and LN &

Sons not paying overtime after 8 hours while working in the Island Timberlands NWB operation. These grievances are at various stages and ongoing.

Many of you may not be aware that employees working for non-union contractors like Challenger Enterprises and Copcan are covered by provincial law under Employment Standards. These employees are entitled to overtime after 8 hours as per the BC Employment Standards Act. Unfortunately, many of these non-union contractors do not obey the law while working for licensees such as Island Timberlands and TimberWest. Even if the licensees are saying they believe their contractors should obey the Law they may be **talking the talk but their contractors are not walking the walk.**

**For more information on Employment Standards visit: [www.bclaws.ca](http://www.bclaws.ca)**

Local 1-1937 continues the organizing campaign at Red Chris Mine. We did have 2 organizers stay at the mine camp for two separate weeks and good progress was made. Unfortunately, the employees of the mine and the organizers were under constant video surveillance. This deterred employees from talking to organizers or signing cards.

Local 1-1937 reapplied and was successful at the Labour Board in attaining another access order for access to the mine site for another two, one week stays. During these one week stays, the surveillance cameras must be disabled or covered up so that employees can talk to organizers while maintaining their privacy.

During the first access visits to the mine, camp services employees of Tahltan Nation Development Corporation contacted our organizers and signed cards to become union certified. The USW organizers applied at the Labour Board and were granted to vote the TNDC camp services employees. Unfortunately, the Camp Services Staff were influenced by

## 2nd Vice-Presidents Report (cont.)

sources beyond our control and the ballot count was not successful.

In closing, 2018 is shaping up to be another busy year for the logging crews on Vancouver Island and Local 1-1937. We are looking forward to the economy staying strong and positive changes from the current government in reviewing the Labour Code, Employment Standards and changes to WorkSafe BC. **Stay Safe**

In Solidarity,

Brother Richard Arnason



\*Lake Cowichan Gazette Photo

## ALBERNI AND BEYOND

### By Norm Macleod, 3rd Vice-President



It has been a tough start this year for the logging industry with heavy rain early in January and then snow following. This has been the same story for all logging divisions I service. Franklin River contractors have finally signed a Woodlands Letter of Understanding and have been working since the beginning of January 2018. This has been a very long drawn out process. We have retention issues for some, with an arbitration date to deal with this issue set for December 2018. The majority of the crew is working.

On March 1, 2018 we had a very tragic single vehicle accident which took the life of a Wolf Lake member on his way to work. Thirty-two year old Dylan Roberts will be deeply missed by his family and friends.

Through this sad event I was able to spend some time with Ed Kent, an Emergency Response Team member sent down from Quesnel on behalf of the USW. Ed has previously spent time on the Island helping families of deceased members. He was present at the Woss train fatalities, as well as the log truck fatality in Lake Cowichan. I have great respect for the ERT members and what they do

for our members families after these tragic events. During our conversations he shared with me the alerts that the ERT team receive every time a serious injury or fatality happens anywhere in North America to a USW member. The statistics were astonishing. On average, there is a serious injury every six days and a fatality every nine days.

The other part of our conversation reminded me how lucky we are to work and live in Canada. In the United States, there is no Workers Compensation Board which causes families to have to sue the employer for damages when a family member is killed on the job.

I would like to wish all the best in retirement to Rick Wangler and Gary Wong who retired this year and to Stan Beech all whom have spent many years fighting for worker rights.

I am quite certain this will be another interesting year for all of us.

In Solidarity

Brother Norm Macleod

# NORTH ISLAND REPORT

By Dan Jorgenson, Business Agent



On November 7, 2017 Western Forest Products publicly announced that they intended to permanently cease operation of the logging train, which had prior to April 20, 2017 operated as part of Western Forest Products, Englewood Forest Operation. On that same day, WFP served the USW a notice pursuant to Section 54 of the B.C. Labour Relations Code to meet and discuss potential adjustment plans for 34 affected employees.

The Union and the company met on November 17, 22 and December 06, 2017 and held discussions, resulting in an agreement that would see the 34 affected members receive either severance or training on log trucks. Under Article XXVII, employees terminated by the employer because of permanent closure shall be entitled to severance pay equal to ten days' pay for each year of continuous service. For those eligible, the severance is available until March 31, 2018. For those on WSBC benefits the severance is available for 30 days after their release from WSBC benefits.

Training was elected for 11 candidates. The trainees will attend a six week course at Vancouver Island University, upon successful completion there they will begin training at Englewood with a mentor. The last group of trainees just started at VIU on March 5, 2018. There are a couple of members who chose the severance option and we wish them well and hope for good health in their futures. Others are retiring and moving on, and we wish them success in their future endeavors as well. To those that are training to be log truck drivers, stay safe.

Not all is wonderful at WFP Englewood, there are approximately 15 people displaced at the sort from the Western Forest Products Wrap and Slash Program. They have two new grievances there under review. The Nimpkish Chairman launched a grievance on the tethered machine, which is a violation of technological change and Article XXV. While feller bunching is not new, the tethered machine is new, and it allows the feller buncher to work on much steeper terrain. As the company did not buy

one, it is a violation of Article XXV, contracting out. As a result, the falling crew is at home.

Regarding WFP's Wrap and Splash Program, the three WFP dry sorts on the North Island have all been affected. Quatsino is at 8 members, down from 28. The Port McNeill sort is at 9 members, down from 20 and Englewood sort at Beaver Cove is at 14 members down from 30. It is a brutal program trying to increase the corporate bottom line by squeezing the worker.

## Long Standing Logging Company Closes

Winter Harbour has been home to WD Moore Logging for close to 90 years. As a boy growing up in a logging family on the west coast of Vancouver Island, I recognized the name Bill Moore at an early age. The name stood for hard work and honesty. It was sadly announced that the company was selling the contracts they had to Lemare Lake Logging. There is only one employee that will be transferring with the contracts, the rest quit and moved on.

On my return to Port McNeill one January afternoon this year, I passed a couple of lowbed trucks with some of WD Moore's equipment on them. I could tell it was theirs by the colour, it was a bright pink, called bikini coral. \*Bill Moore had discovered this color on a trip he and his family made to Hawaii on holiday in 1965. His logging equipment was infamous up and down the coast, earning him the nickname "Pink Willy" with many workers.

\*(Patrick Moore Eulogy)

In Solidarity,  
Brother Dan Jorgenson



# MANDATORY RETIREMENT

By Pat Kinney, Financial Secretary



The pressure from the public and private sectors to end mandatory retirement started in the late eighties. The old South Island IWA Local 1-80 played a part in making the decision to end this practice by taking Doman Industries on through arbitration when one of our members was being forced to retire at the age of 65. The court of the day decided that because retirement at age 65 was a company policy, they had to be consistent with how it was being administered across all of the company employees. In doing so, the company had on their executive board a number of board members over the age of 70, so the mandatory retirement was shelved within that company. Other company's followed suit in the Forest Industry.

It was not until 2004 that it garnered traction in the Federal Government as a hot topic. Soon thereafter, one of many human rights challenges was successful in 2009 where

another tribunal ruled against age discrimination and retirement. This came after two decades of trying to overturn the legislation. Unfortunately, the safety nets available to our aging workers are still playing catch up to the rulings by continuing to discriminate based on age.

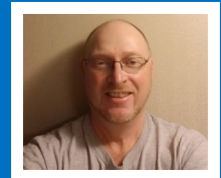
There are a number of disability plans being utilized that are age defined. As well, most life insurance policies are age defined where there is either a reduction or not being eligible after 65 years of age. This is indifferent to the rulings against mandatory retirement and is not a true picture of today's work force, who are working longer than ever before. The issue has been raised in many different venues, but change will continue to be a slow progression before we see these benefit plans catch up with today's values.

In Solidarity,

Brother Pat Kinney

# ALBERNI VALLEY NEWS

By Glen Cheetham, Business Agent



Since the last newsletter, business is starting to pick up as WFP Alberni Pacific Division is operating 60 hours per week with a ramp up to 80 hours in April. They are in the process of hiring employees right now to be ready for the increased hours.

As of this writing, we had a serious accident at APD March 8<sup>th</sup> when a chipper operator was hit in the face with a 4x8 slab that had just been unplugged from the chipper. The member sustained a broken nose, multiple fractures to his face, two broken ribs and a tear to his lung. He was transported to Victoria for reconstructive surgery and is presently recovering at home. This is a reminder of the dangers of the equipment we work around on a daily basis. As serious as this incident was, it could have been a lot worse. Safety is a must.

Duke Point Sawmill is looking like they will have to hire some new employees as some of the preferential hires from APD will be returning to APD. This will create a number of vacancies at DPS.

We have just completed the Plant and Safety Committee elections at DPS and I am looking forward to working with the new committees.

The Coulson Operation has just ramped up to two shifts over the past couple weeks so there is an upside as we move into spring.

In Solidarity,

Brother Glen Cheetham

# INVESTIGATION BY AMBUSH

By Dusty Palmer, Business Agent



## A Clear Victory Against Western Forest Products: Head Office

Mid-February we had an arbitration ruling against WFP Head Office in our favour. Two grievors had been suspended and charged with bullying and harassment. The charge is serious and requires an in-depth investigation. Both cases were heard in the one hearing.

Right from the beginning when the manager stated she was going to “reject” Step 1 and Step 2, they handled the entire situation carelessly and with unfair treatment of the grievors. One grievor was not suspended and charged until two months after the fact, likely on the advice of their lawyer. They certainly were not defining a higher standard as their slogan boasts.

After discussing and coaching on how to process grievance forms with the Director of Labour Relations, he agreed to set up a Step 3 meeting to see what could be resolved. My follow-up emails for a meeting were ignored which sent us in to an arbitration.

The employer has a harassment policy in place as well as a bullying and harassment policy. None of which was followed. The employees charged were never told they were a part of a bullying and harassment investigation. They were not offered a Union representative to be present. They were not provided a statement of the charges to review for a proper reply, nor were they given all of the allegations. They were not taken out to lunch, offsite as the complainant was. They were not asked about the specifics of the allegations as would be the norm. The managers notes on the investigation were inadequate at best. Decision to discipline was based on one persons account of what happened. Individuals that were sitting within earshot of what was allegedly said were not canvassed on what they had heard.

I would not be surprised if the harassment policies were randomly rescinded. During the hearing it came out that one of the supervisors was asked to refrain from wearing scented products as strong scents made three different employees feel ill. Sadly the supervisor refused to refrain from wearing strong scents. This combined with some strongly scented lilies that were in the office and

somehow the scent-free work environment sign came down and NOW, there is no policy on scents. The director said it has been rescinded but no one knows when or if the fact that the policy was no longer in place had been communicated to the workforce. The head of the safety committee was not aware that the scent policy was no longer in place. I am confident in saying that none of the three (supervisor, manager and director) even knew they had a scent policy, but they knew it was rescinded.

It gets better. Before disciplining an employee for swearing, the supervisor should stop swearing and should direct the workforce not to swear. Before disciplining an employee to stop making negative comments about others after talking to them on the phone, stop doing it yourself. To a reasonable person this would make sense. Not at Western Forest Products Head Office.

The manager was clearly looking for reasons to discipline the grievors. They were tasked with training a new employee but were directed not to point out mistakes. How does that work? Sounds difficult at best. They were disciplined for allegations that were not even discussed with them. The arbitrator noted the employer’s investigation fell far short of the intent of the policy, which is that complaints are to be taken seriously and investigated fairly. He characterized the investigation as an **investigation by ambush**, in the context of a complete breach of the policy and procedural fairness. He said the investigation was unfair and perfunctory and noted the grievors’ rights to a fair investigation should not be compromised simply because the employer (Director of Labour Relations) allocates an untrained person to the investigation.

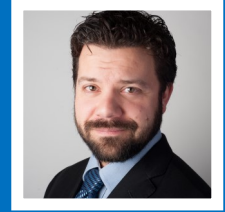
The employer did not establish that there was just and reasonable cause for any form of discipline. The grievors’ files were cleared and they were made whole. I hope this award helps future situations when there is a need for an investigation. They should be done with thoroughness, fairness, accurateness, and carried out by someone with knowledge of the policy.

In Solidarity,

Sister Dusty Palmer

# EMPLOYER MEDICAL REQUESTS

## By Steven Rogers, Lawyer



### Absence from Work - How much does your Employer need to know?

A problem we have come across recently in most workplaces is the increasingly unreasonable demand from employers for medical information every time that an employee is absent from work due to illness or injury.

While employers generally have a right to medical information to explain an absence from work, in my view employer requests are often too broad. Demand for a doctor's note is especially unnecessary in cases of short absences from work for common illnesses like colds and flus.

Your Union is trying to change that; to take the burden off of its members and stop some of the more unreasonable employer practices when members are absent. To help members faced with employer requests for medical information, I offer the following advice:

1. Employer policies about medical information and absences should be clearly communicated to its employees. If an employer doesn't make clear that it needs a note for every day off, it probably can't demand that you provide one.
2. Generally, employers do not need to know every detail of your medical file. If you are absent from work for an illness or injury, your Employer should only be asking for the following information from your doctor:
  - (a) Medical proof of absence, but usually NOT a specific diagnosis;
  - b) How long you will be off work (if predictable); and

- (c) Any limitations you have on your return to work and workplace accommodations required.
3. Sometimes, in cases of longer absences, your employer can ask you to provide evidence that you are receiving appropriate treatment.
4. If you don't have a history of chronic absenteeism (an unusually high number of absences from work for illness), or any other reason for the employer to suspect you are not being truthful, the employer can't ask you for detailed medical information to explain a short absence.
5. If you have concerns about what an employer is asking you for when you are absent, **contact your Union Rep right away.**
6. **Work now, grieve later.** Unless there is a significant personal reason why you do not want to disclose information to your employer, you should generally provide the information requested so that you can return to work sooner. The Union can help challenge the employer policy or actions against you, but it can take time to do so.

In Solidarity,

Steven Rogers,

Victory Square Law Office

**KNOW  
YOUR  
RIGHTS**

# PORT MCNEILL REPORT

## By Shelley Siemens, Business Agent



### THE TIMES THEY ARE A CHANGING

Jumping into 2018 has been incredibly busy, just like everyone else in their workplace there always seems to be so much to do in so little time. It is evident that it doesn't matter what operation you work out of, whether it be a logging operation, a fish plant or a swimming pool there is a push to speed everything up and get more done in less time with as little as possible to maximize production. Like Bob Dylans old song, "The times they are a changing." Change brings automation, cameras, GPS tracking and workplace restructuring. All the tools that companies use to control and maximize the work environment, reek havoc on workers jobs and create an abundance of grievances in the process.

### BARGAINING FOR BETTER CONTRACTS

This past January I have been working with the elected Bargaining Committee from the Comox Valley Sports and Aquatic Centre. We have been at the table with the employer since late January. With continued bargaining talks we hope to conclude by April.

### MARINE HARVEST WORKERS ARE STEELWORKERS!

Marine Harvest Port Hardy Processing Plant has elected a new Bargaining Committee and are preparing to head to the bargaining table at the end of May. They have been working very hard at putting together bargaining demands to suit the growing needs of the members in the aquaculture industry. Aquaculture has been at the forefront these days in both social media and the news. I think it is important to recognize that these are people supporting families with good jobs that contribute greatly to our communities. They are our Union brothers and sisters that work in this industry. They are Steelworkers, and we need to make sure we have each others' backs.

### \*Quick facts on the Aquaculture Industry

- Salmon farming jobs are the mainstay of many Vancouver Island communities.
- The salmon farming industry contributes

\$1.5 billion to the Provincial economy.

- Farmed Atlantic salmon are 90% of BC's aquaculture production.
- Salmon farms directly support workers in hatcheries, feed, hauling, processing, marketing and other fields.

\*(Working Coast BC website)

### EDUCATION

As a facilitator, I had the pleasure to meet and educate our members this past February and March. We held New Member courses in both Port McNeill and Port Alberni for members from all of our North Island and Port Alberni Divisions. It was a great way to learn about the benefits of belonging to a Union and to get an opportunity to learn about the differences in our operations. Thanks to all who participated! We plan on providing several courses throughout the year, so if you are interested please contact your Business Agent and let them know to sign you up.



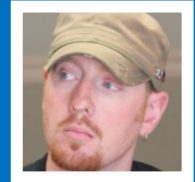
New Member Course: Rob Daniels, Brandon Homer, Billy Lloyds, Brent Fines, Ashton

In Solidarity,

Sister Shelley Seimens

# ORGANIZING IN DEASE LAKE

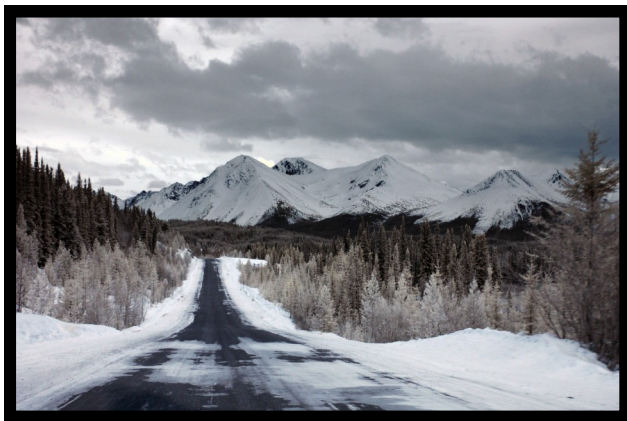
## By Clint Brooks, Executive Board Member



### Returning to Dease Lake ~ Despite Recent Disappointment

Over two trips in November 2017, I was fortunate to attend an organizing drive at the remote Imperial Metals, Red Chris Copper Mine with District 3 Organizer, Alvin Lukinchuck.

On top of a cold, snow covered mountain, sits the onsite camp that houses workers employed in the open pit mine. The mine is approximately an eight hour drive north of Smithers, close to the tiny community of Dease Lake, and only a few hours south of the Yukon border.



The Steward-Cassiar Highway, also known as the Dease Lake Highway. (Pinterest photo)

With an access order granted by the BC Labour Board, Alvin and I were given accommodation in the camp bunkhouses with the miners, where we were allotted designated areas to engage with Red Chris employees and make our organizing efforts.

We are attempting to organize the mine employees under two separate certifications. One being the Red Chris employees, which is for the most part, the miners themselves. The second certification is the camp services crew, which are employees of a company called Tahltan Nation Development Corporation.

The TNDC crew currently has twenty-seven employees eligible for certification. Having collected well over the required 45% of the crew to sign union cards, we applied to the Labour

Board for a vote on certification. We were very confident the vote would pass due to the abundance of support and interest shown by the crew. Unfortunately in the end, and by a small margin, the vote was unsuccessful.

Due to factors such as numerous operating shifts, high employee turnover, members of the workforce being very scattered geographically, and the crew having numberless contractors week to week, we have found it very difficult to accurately gage how many Red Chris employees there are. We estimate the numbers to be from 300 to 350 employees in total, that are certifiable.

We garnered moderate support from the miners. Due to company security cameras that were located in ways that watched over the areas where we could conduct our organizing efforts, some employees shied away from engaging with us. Owing to the cameras and the remote location of the camp (which limited our time and ability to interact with the employees) the Labour Board opted to grant us a second access order.

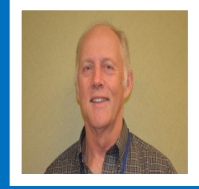
In April 2018, Alvin and I will continue our organizing efforts. It is our desire to bring a voice to the employees of the Red Chris Mine. We had hoped to have 27 new union brothers and sisters with the TNDC crew to assist with our efforts. Nevertheless, we will return hopeful with our sights set high. This time we have the advantage of having the security cameras covered or removed.

Currently, we are working hard getting cards signed to allow the Red Chris employees to vote for certification. Having the second access order granted by the Labour Board is a significant plus for us, and will be a huge help in putting us into position for a certification vote.

In Solidarity,  
Brother Clint Brooks

# INCREASED TRUCK TRAFFIC

By Jack Miller, Safety Director



We are quickly approaching the one year anniversary of the tragic railway accident at Western Forest Products Englewood Operations. In April of 2017, in Woss BC, we lost three of our fellow workers during a runaway train derailment. The men were well known and well respected members of the community and of the Local. Myself, along with the rest of our members who work in that operation, will continue to re-live that day for a long time. I ask that as fellow brothers and sisters, you remember them as well.

Post incident, Western Forest Products chose to abandon the use of the railway to transport logs to its Beaver Cove Dryland Sort and is in the process of training eleven new log truck drivers. The training is being delivered through classrooms and practical on the road training during stage one in Nanaimo, followed by mentoring with experienced log truck drivers at the Englewood Operation.

Learning to drive a loaded logging truck on gravel roads is a challenge in itself. These new drivers will face many 'steep haul' situations and while they are being given excellent training from their mentors, they will eventually be doing these trips on their own.

We will have to stay focused on their safety as well as on everyone's safety who works around them.

All of our log truck drivers are now facing the challenge of hauling on the main highway. It is a challenge for our experienced drivers, never mind the ones who are just learning the basics of driving a logging truck.

The North Island Highway between Woss and the Beaver Cove turnoff road is in particularly poor shape and was never designed for loaded logging trucks. We will have to be extremely vigilant with those logging trucks and not hesitate reporting any reckless or dangerous situations we encounter.

WFP employees will be driving in increased truck traffic every day on their way to and from work. Those of us who have driven amongst

these trucks for many years, are aware of what can happen unexpectedly and drive accordingly.

The general public that drive the North Island Highway, particularly the section of highway previously mentioned, are going to find a substantial increase in the amount of loaded and empty logging trucks they meet or have to follow behind. We know our roads get a lot busier with the tourist season approaching. I ask all drivers whether driving a smart car or a semi 'please' don't get frustrated and make a poor decision that will end in disaster!!

In a perfect world logging trucks would be hauling on their own roads. While I would love to see that, the chances of that happening are remote at best. We can push for changes to the speed limits for these bad sections of highway and changes to the highway itself. We can ask for more enforcement of Government Regulations regarding loaded logging trucks.

As USW members within our operations, we are going to push for more thorough and more frequent inspections of our logging trucks. Both the company, drivers and contract drivers have to know their responsibilities to themselves and to those they work with and to everyone else they encounter in their daily travels. The same holds true for all of us who work with logging trucks and drive amongst them. It's a two way street. Show common courtesy and use common sense. Each of us is responsible for making the best choices.

We are the "boots on the ground" so to speak. We are the ones that have to make sure we have a safe place to work. We are the ones that have to hold ourselves, as well as the company and any other organization that lends itself to creating unsafe working conditions, accountable.

Only through educating our members, which means "you" getting involved in Safety Committees and Camp Committees, will we be able to meet the challenges around safety, especially in the future. We have seen an

## Continued from page 13

increasing number of new younger faces getting involved as Job Stewards which gives a lot of us older Committee members some comfort.

I would like to welcome our new brothers and sisters from Local 1-85. Together we will continue to push safety as our number one priority. Together we will hold companies accountable and make them live up to their 'safety slogans'.

### **'No log is worth getting hurt over'**

Let's make sure we do everything within our powers to make that happen.

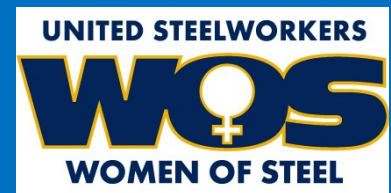
In Solidarity,  
Brother Jack Miller

## SAFETY FIRST



LOCAL 1-1937

## International Women's Day March 2018 By Dusty Palmer, Editor



March 3rd, 2018 the 1-1937 Women of Steel participated in the Cowichan Valleys' International Women's Day Rally in Duncan at Charles Hoey Park. Sister Gillian Tew spoke to the crowd on what Unions have done for women's work environment over the years. A few points noted were maternity and parental leave, higher wages, better benefits, education, fair treatment and decent work hours.

It was a pleasure to participate as well as to listen to the many speakers that came out to share their experiences and history. We were reminded by one guest that women have not come that far since the 1940's. \*Here are a few milestones to reflect on:

- ♦ **Women were granted the right to vote in Western Canada in 1916-1917 and it was not until 1940 in Quebec.**
- ♦ **In 1921, British Columbia was the first province to provide maternity leave for working women. Unions fought hard to gain language on this in collective agreements.**
- ♦ **Women are considered persons in 1929.**

- ♦ **In some provinces in the 1950's, women won the right to sit as jurors.**
- ♦ **1951 is the evolution of pay equity. Equal pay for equal work. Unions have fought pay discrimination for decades.**
- ♦ **1960, First Nations are allowed to vote in federal elections. Prior to 1960 they were not considered citizens.**
- ♦ **1981, adoption of spousal abuse legislation to help address violence against women.**

\*(Canadian Encyclopedia)

Our communities need to strive to maintain and advance all that has been accomplished with women's equality. Many bills and laws have been established to assist in gender based equality issues but it is up to us to ensure we follow the legislation and promote what we say we will do. For example, women still earn less than men as they fill less executive type or senior management positions. If we sit and do nothing it will be another 100 years before we see true equality.

Let us continue to progress and move forward.

# FIRE AT MAINLAND SAWMILL

By Joginder Sunner, Executive Board Member



Terminal Forest Products, Mainland Sawmill is located in a prime location on the Fraser River in Vancouver BC. The mill was previously called Workwood Lumber before the 1970's. When Asa Johal took ownership in 1973, he changed the name to Mainland Sawmill. I have seniority at the mill dating back to September 1986.

For decades Mainland Sawmill has been providing premium custom cutting to a large customer base. Customers bring their high valued, high-grade logs to Mainland for precision manufacturing. The operation is one of Terminal Forest Products five operations. Included are sawmills, remanufacturing and log sorting. Mainland Sawmill employs approximately 140 workers.

January 19, 2018 the Mainland Sawmill was heavily damaged after an early morning fire. The fire started in the basement, moved up through the centre of the mill to the third floor and was burning through the roof when firefighters arrived. Fireboats were also brought in to fight the fire from the river.

Everybody was devastated by the damage caused by the fire, but we are extremely appreciative that the owner Darcy Johal, son of Asa Johal, decided to repair the mill without hesitation.

Work to rebuild is being done around the clock. It could be as soon as the end of April or the first week of May that we are able to operate.

We are thankful to God that no one was hurt fatally. Some workers were treated for smoke inhalation and one had some minor burns. All are recovering.

We look forward to starting up and being back to work.



\* Photos from BC CTV News.

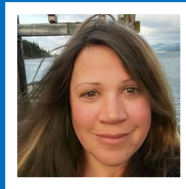


In Solidarity,  
Brother Joginder Sunner



# HABITAT BUILD

By Tanis Royal,  
Woman of Steel,  
Shop Steward



Last year we had great success with our Purses for Poverty Campaign on the streets of Vancouver. We handed out over 80 purses filled with toiletries and items the less fortunate would be able to use.

This year, we are turning to our members for donations at the Local Annual Delegated Meeting in April 2018. Whether it is unused toiletries from hotel rooms, purses that you no longer use, or other useful items you or your friends are able to donate for our cause, we will gladly accept it all. This year our campaign is focusing on people in need, in communities on Vancouver Island. Please assist or donate as you are able. Every little bit helps.

The Women of Steel committee is currently organizing another team to participate in a homebuilding project for Habitat for Humanity in the Cowichan Valley. We have previously volunteered and worked on two different build projects up Island in Campbell River.

Habitat for Humanity is a registered charity whose mission is to help families build strength,

stability and independence through affordable homeownership.

“Families are selected on the basis of need, ability to pay and willingness to partner with Habitat. There is no down payment and the mortgage is interest free. As they believe in a hand up, not a hand out, each selected future homeowner must volunteer a total of 500 sweat equity hours. These hours must be completed prior to getting a mortgage on their Habitat home. It shows commitment to homeownership and their partnership with Habitat for Humanity.”

\*(Habitat for Humanity Mid-Vancouver Island Website)

If you are interested in participating in the upcoming build please contact myself at [logscaler888f@msn.com](mailto:logscaler888f@msn.com). Both men and women are welcome to participate in this worthwhile endeavor. We are allowed up to twenty participants.

In Solidarity,  
Sister Tanis Royal



Gillian Tew, Shop Steward, speaking at the Cowichan Valley International Women's Day Rally



Vicki Miller, (Marra) and Gillian Tew, Shop Stewards, working at International

# TERMINATION BASED ON ALLEGATIONS

By Richard Arnason, 2nd Vice-President

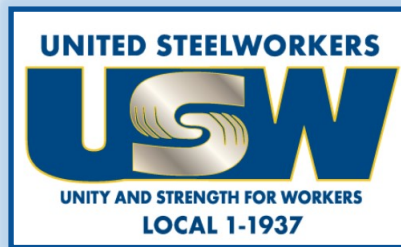


We recently had an arbitration for a hand faller being terminated for **ALLEGED** safety violations at Kaatza Honeymoon Bay Division. After reviewing Kaatza's evidence and safety investigation, Local 1-1937 believes this was a clear **"SET UP"** to terminate the faller. The arbitration quickly turned into a mediation with the terminated faller not wanting to return to work for Kaatza, who had used alleged safety issues for discipline. Through mediation we were able to negotiate a settlement that was more than acceptable to the terminated faller. **The alleged safety violations were NEVER proven to be true.**

Since the settlement, I attended a Fallers Technical Advisory meeting where the issue of a supervisor or bullbucker using safety to discipline

at Kaatza HBO was discussed in length. Many agreed falling supervisors or bullbuckers should be guiding and mentoring fallers on safety and **SHOULD NOT** be using alleged safety infractions to discipline. Some suggested that the Kaatza HBO supervisor or bullbucker ticket should be withdrawn, while others suggested that the bullbucker certifications should be reviewed. It's undecided at this time where this issue will go with the Fallers Technical Advisory Committee but you can be assured the BC Forest Safety Council is very aware of this situation.

In Solidarity,  
Brother Richard Arnason



*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.*

# LOCAL 1-1937 RETIREES

## DECEMBER 8, 2017 - MARCH 1, 2018

Badesha, Jarnail Singh	WFP - Somass
Bains, Hardial Singh	WFP – Alberni Pacific
Bains, Kashmir Singh	WFP - Chemainus Sawmill
Bains, Santokh Singh	WFP - Somass
Bakshi, Ramesh Chander	Howe Sound Pulp and Paper
Bennie, Doug	WFP – Cowichan Bay
Bjornson, Kerry George	Molehill Mountain Ventures
Bortolotto, Luciano	WFP – Mid Island Forest
Branham, Steve Alexander	L&R Holdings
Brar, Tommy Sukminder	WFP - Somass
Braumberger, Ron	Howe Sound Pulp and Paper
Brayden, Ross Alexander	Nootka Sound Timber Co. Ltd.
Brimacombe, Kenneth S	Island Timberlands Limited – NW Bay
Brown, James Albert	WFP – Port McNeil
Courtemanche, Leger (Gerry) Joseph	WFP - Somass
Docile, Louis Gaeten	Island Forest Company Ltd.
Docherty, Albert J	ITL - Northwest Bay
Donovan, Jack	J.W. Berry Trucking Ltd.
Dorn, Howard George	WFP - Somass
Eisma, John H.	Terminal Forest Products Ltd. - Sawmill
Eldred, Peter	WFP – Cowichan Bay
Engel, Richard H	Lemare Lake Logging Ltd.
Frazer, Gregg	Olympic Log Sort Ltd.
Gallaher, Dan	Coast Forest Industries Ltd.
Gareau, Joseph D	Olympic Log Sort
Gendron, Edward R	WFP – Duke Point
Greenan, Mark E	Olympic Log Sort Ltd.
Greenhalgh, Robert James	WFP – Burleith Log Sort
Griffith, Roderick Bruce	WFP - Somass
Halldorson, Bradley	Star Lake Contracting Ltd.
Hamelin, Ronald Gerald	WFP - Somass
Harris, David	WFP - Somass
Haugrud, Morris O	WFP - Holberg
Hayre, Bhajan Singh	WFP - Somass
Heer, Amarjit Singh	WFP - Chemainus Sawmill

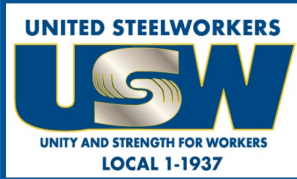
## RETIREES CONT.

Henderson, William R	Terminal Forest Products Ltd. - Logging
Herriott, Don L	Capital Regional District – Water Dept.
Holmstrom, Allan	Klaus Posselt Logging Ltd
Hope, Derrick D	Lemare Lake Logging Ltd.
Hovey, Andrew Frederick	WFP - Somass
Hundal, Diljeet S.	WFP - Somass
Hundal, Jasbir Singh	WFP – APD
Isbister, Stuart	Steele Rock Logging Ltd.
James, Robert W	School District #79 (Cowichan)
Johnson, John W	WFP – Mid Island Forest
Kunderman, Edwin Joseph	WFP - Somass
Lee, Richard	Olympic Forest Products Ltd.
Lowery, Kenneth Albert	WFP – Alberni Pacific
MacMillan, Barry Edward	WFP – Duke Point
Mann, Gurinder	WFP - Somass
Martin, Garry	WFP – Mid Island Forest
McCormick, Darrell J	WFP – Cowichan bay
McLean, Robert J.	WFP – Alberni Pacific
McLennan, Kenneth S	WFP - Port McNeill
Mesic, John	WFP - Somass
Michaud, Paul Rino	Terrace Timber Ltd.
Mitchell, Guy D	Lemare Lake Logging Ltd.
Moore, William Robert	Mount Sicker Timber - Alberni
Murray, Ian M	WFP – Cowichan Bay
Neufeld, Gary	WFP – Duke Point
Neuffer, Heinz	Gemini Falling Contractors Ltd
Newman, Ralph David	WFP – Port McNeil
Norgaard, Ronald	Molly Hogan Ltd.
Oberg, Dale Phillip	Island Pacific Logging Ltd.
Oppal, Govinder Singh	WFP - Somass
Penman, Glen N	WFP – Duke Point
Penner, Kenneth Robert	WFP - Somass
Poague, Harley	WFP - Chemainus
Price, William	Terminal Forest Products Ltd. - Logging
Rex, Larry	WFP - Saltair

## RETIREES CONT.

Ritchie, Ian	School District #79 (Cowichan)
Robertson, Gordon M.	Tahsis Sawmill
Rogers, John Richard	WFP – Alberni Pacific
Rukin, Robert J	WFP - Engelwood
Russ, Marshall	Husby Forest Products Ltd.
Russell, Michael John	WFP – Alberni Pacific
Sall, Santokh Singh	WFP - Somass
Sampson, Reg	WFP – Cowichan Bay
Sandhu, Makhan S	Terminal Forest Products Ltd. - Sawmill
Sevigny, Ivan D'assise	WFP - Somass
Talkington, Gerald	School District #79 (Cowichan)
Tatton, William F	WFP - Englewood
Trombley, Christopher L	WFP - Chemainus Sawmill
Vallee, Darlene Rose	WFP – Alberni Pacific
Vandermolen, John Jerry	WFP – Duke Point
Vesaranta, John Michael	WFP – Alberni Pacific
Wangler, Rick	USW Local 1-1937 Staff
Whitehead, Dennis	Forshner Bros. Trucking Ltd.
Wilson, Arlyne C	WFP - Englewood
Wong, Gary Steven	USW Local 1-1937 Staff
Wood, Bruce Harold	Coulson Manufacturing 2017 Ltd
Zima, Stjepan	WFP - Englewood



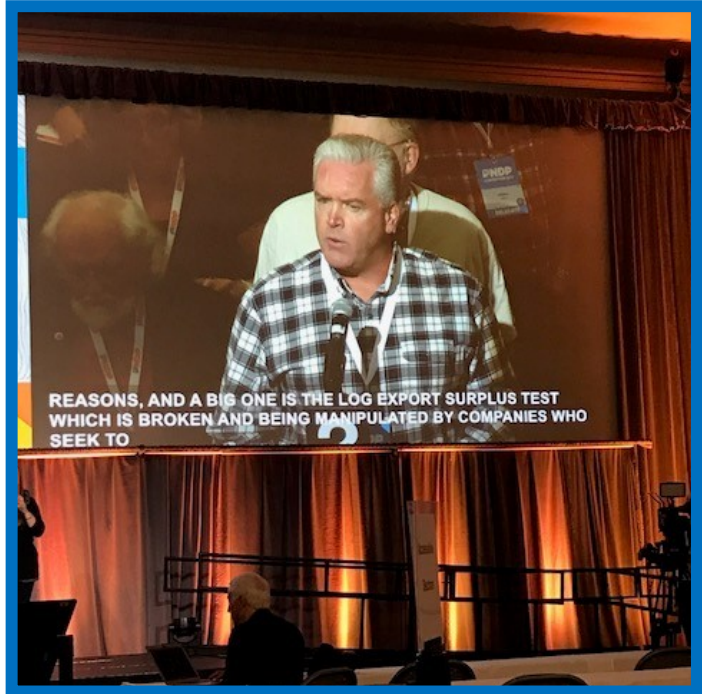


# MEMBER PHOTOS

## 2018



Ray Bono, training on a log truck at Englewood Forest Operation



President Brian Butler speaking against log exports at the NDP Convention



Clint Brooks (E-Board), Melanie Mark (MLA) and Shelley Seimens (Business Agent) at the NDP Convention



Randy Robertson , Chairman and Chris Hardy, Shop Steward of Chemainus Sawmill participating in an information picket at WFP Job Fair

# MEMBER PHOTOS

## 2018



**Executive Board Member Joginder Sunner, with retired Officer Gary Wong, President Brian Butler and 1st Vice Rick Nelson**



**Andy Makela working at the Quatsino Dryland Sort**



**Executive Board Member Joginder Sunner at the Mainland Sawmill in Vancouver. Site of the recent fire.**



**Ron Blunt of Island Timberlands Northwest Bay working on an innovative chin strap patent**

# MEMBER PHOTOS

## 2018



**Al Restall, electrician at Saltair Sawmill**



**Boom boat operators at Duke Point Sawmill breaking down bundles from a recent barge dump. The first one in 4 years, with plans to continue in the months to come.**



**Forklift operator Kurtis Allingham loading the lumber barge. DPS is now loading at least two of these barges per week with WFP lumber from all over the Island.**



**Gordon Smith, log hauler for McLeod Smith Log Hauling in Jeune Landing**



# SKEENA SAWMILL TOUR

## MARCH 2018



Millwrights working in the planer at Skeena Sawmill (L-R): 4th year apprentice Peter Nichols, Millwright Gunnar Eriksson, and 2nd year apprentice Jeff Karlsen.



Graders (L-R): Karl Suttis, Sam Olmeda, Joey Nadeau Recording Secretary, and Kevin Harder.



Skeena Sawmill tour: (L-R) Rick Nelson Business Agent/1st Vice, Nathan Bond Chairman, Abe Heppner filer, and Roger Keery Vice President of Skeena Sawmills



Planer Infeed: Amer Alkadro. Welcome to Amer and his family who have settled in Terrace from Syria two years ago.

# WFP SAWMILL CHAIRMEN/COMMITTEE REP COMMUNICATION MEETING MARCH 2018



Top row (L-R) Randy Robertson CSD, Gary Frederickson SSD, Brian Butler President, Peter Jensen APD.  
Middle Row (L-R) Chris Hardy CSD, Chris Cinkant Business Agent, Keary Henning CBSD. Front row (L-R)  
Tom McNulty DPSD, Dan McGonigle CBSD, Dave Dunn SSD, Nolan Paquette DPSD, and John Binng APD.