

SOLIDARITY NEWS

OFFICIAL PUBLICATION OF USW LOCAL 1-1937

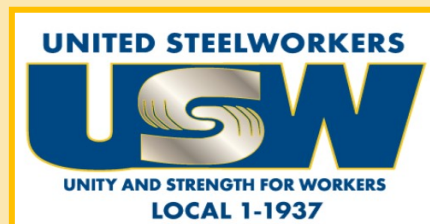
SPRING 2022



Refugees fighting to get on trains leaving for Poland in Lviv to reach safety (Peter Beaumont photo)

WE STAND UNITED WITH THE UKRAINE

The unbelievably savage war launched on the Ukraine people by Russian forces, led by Vladimir Putin, has the world watching a trail of death and destruction with fear of what could happen next. Russia invaded Ukraine on February 24, 2022; it was considered an act of aggression. Europe now has the largest refugee crisis since World War 2 with approximately 4.4 million people leaving the country and a quarter of the population displaced. Thousands have been killed. The United Nations General Assembly has condemned the attack and demanded a full withdrawal. Many countries have imposed new sanctions on Russia and provided humanitarian and military aid to Ukraine. Ukraine and its people need all the help they can get. *(Wikipedia.org)*



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Campbell River, Comox Valley & North Island	1-866-789-2266

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



New District 3 Director – Why it matters

While I know many members may not have a full understanding of how important November's election for USW District 3 Director was for the future of our Local Union or how it affects them in their workplace, I hope to explain here, how important it was.

While I have already congratulated **Brother Scott Lunny** (a member of our Local Union) on his decisive win in the November election and did so again on his swearing-in on March 2nd, our Local Union will do its part in ensuring he succeeds in providing the unifying voice Steelworkers need. There are challenges to be sure, in making necessary changes and uniting people after a contentious election, but I am confident Brother Lunny will succeed.

A District 3 Director, when working well with Locals has the ability to bring those Locals together so that the collective (all USW members regardless of their particular Local) can achieve things that when acting alone we cannot. Locals may have different ideas on how to approach issues so having a unifying voice, that is prepared to work with everyone, is something that benefits all members.

Let's start with the basics. When workers join a Union, their collective voice speaks louder than they can as individuals. This is why Unions are effective in having more rights, higher wages, and better benefits, than non-union workers.

The same applies to Local Unions. The sum of all Local Unions working together makes a stronger voice, which is harder to ignore, than when we speak as individual Locals or in how we utilize resources.

Take for example when we need to lobby government (Provincial or Federal) on a law that needs to be revised or a new law or regulation that we believe will benefit workers. When all Local Unions within the United Steelworkers come together and speak with a unified voice, we are far more effective. For many years prior to the International Election, we were either on our own or not fully connected with all USW Locals, and therefore, not as effective as we could have been. Unifying leadership makes a difference, and we believe Brother Scott Lunny has the ability to bring us all together for the betterment of all Steelworkers.

He will also be an effective voice for the USW within the BC Federation of Labour (BCFED). **A united front by all BCFED affiliates is needed for organized labour to again be that force that the Provincial Government needs to listen to.**

For too long now, the USW has been fractured from the BCFED. We have seen affiliates make motions and pass resolutions that undermine our members' work within our renewable working forest, without even contacting our Union. Our Local Union itself has been remiss in addressing the affiliates over these matters but we had good reason to believe the support from the District 3 office was not there. It would be easy for us to react negatively and publicly to these unwarranted, uninformed, and unfair declarations by other Unions, but instead, we bided our time until the new Director was sworn in on March 2nd. We will now move forward in conjunction with other USW Locals and the District 3 Director in the hope we can address those issues in a united and more effective manner.

It is clear that we need an open dialogue with other Unions through the BCFED, where we hope our Union is heard and respected, not only for its long and proud history in this Province, but so affiliates can be made aware of the facts, understand the misinformation being spread, and the resulting impacts to our members.

Local Unions also need to learn from one another, and improved communication is the key to success on that front. I for one am happy to see that the new District Director is looking to be more inclusive by bringing Local Union Business Agents and District Staff Representatives together in a positive format for sharing and learning. They are all, for the most part, representing members within Local Unions.

Knowing the future of USW is closely tied to the education of its activists and rank and file members. The new Director is committed to making education a high priority. Again, as a unifying voice, I am confident he will ensure that Locals who may have less resources than others have the access to the opportunity they need to keep pace with their changing needs.

I am proud that our members were overwhelmingly supportive in electing Scott Lunny as District 3 Director. Our Local Union is committed to working with him in carrying out

President's Report Cont.

his unifying agenda and commitments. It is something that all members of our District (whether they know it or not) will truly benefit from.

[Industrial Inquiry Commission \(IIC\) Over Successorship in Tenure Transfers](#)

Last fall, after three years plus of Local Union lobby efforts, **the Provincial Government finally committed to addressing our Union's concerns over various types of tenure transfers within the working forest by striking an Industrial Inquiry Commission** to hear stakeholders' views.

The government had made promises to a number of Unions to fix the issue of successorship rights applying in "contract flipping" as Union members had quite often lost their jobs when the contractor they worked for was replaced. This was happening regularly under the BC Liberals. With this in mind, it was over three years ago we raised the issue with the then newly elected minority BC NDP government.

Our Local Union could see the writing on the wall that our members' successorship rights would be lost as more and more forest tenures and harvest volumes are transferred from one license holder to another, through various means. We had already witnessed it happening within TFL 44 and knew there would be more to come.

The IIC, which is headed by Mr. Vince Ready, and Ms. Amanda Rogers, has filed its report with the Labour Minister, following the submissions they received from stakeholders including our own comprehensive submission.

With the report now in the hands of the Labour Minister, our Local awaits the government's response.

I likely have no reason to be optimistic about what actions government may take following their review of the report, due to how they have dealt with other important forest industry policies to this point, but I remain hopeful that they will see that protecting workers' successorship rights should not be treated any differently than it is in other sectors. I do not see our view of the issue as taking away anyone's rights including those of First Nations. I view it as a Labour Relations matter, that if not addressed, can be disastrous for workers and their families, regardless of the ethnicity of those families.

I would like to say thank you to **Robert Dennis, Chief Counsellor of the Huu-ay-aht First Nations**, for his submission

to the IIC which noted that successorship with the right considerations from government on funding and meaningful employment and training opportunity for First Nations can make a new successorship process successful.

Chief Dennis and I continue to work together (among many others) in a way that I can only describe as positive, mutually respectful, and of shared common interests. His vision for a better way for parties to work together (working as one) is inspiring. I look forward to having Chief Dennis speak to our Delegates at our upcoming Local Annual Delegated Meeting on April 29th.

He raised the idea of holding a Fishing Derby in August which is at the early stages of discussion. Hopefully, there is more to report on that in the near future.

[Government Denies Severance for Franklin Members](#)

The Local Union has been waiting for the Provincial Government to respond to the Local Union's appeal for severance pay for members as a result of part of TFL 44 being removed as part of the Maa-nulth Treaty that was finalized in 2011.

This appeal was first made under the previous BC Liberal Government and then made to the incoming minority NDP Government as well as to the current majority NDP Government.

While the appeal was not rooted in a contractual right, the appeal was made on the grounds that it was an injustice as it was calculated that 30 positions (many of which have since retired) in Franklin Division of Western Forest Products from then USW Local 1-85, lost employment with downsizing as a result of the loss of tenure, over time.

I want to be very clear that the Union's appeal had nothing to do with the Huu-ay-aht First Nations (HFN) exercising its rights to conclude a treaty with the government. We support the HFN and all other First Nations.

On March 8th, the government notified the Union by a letter from the Deputy Minister of Forests that it would not compensate the members for the loss when he stated:

"Given no contractual relationship exists between Government and the USW Franklin crew, the Maa-nulth Treaty compensation regulation could not provide an authority for compensation".

President's Report Cont.

A copy of the letter has been forwarded to the Camp Committee in the Franklin Operation.

I know that many members retired from or working at Franklin will be angered and frustrated by the governments' decision and I join them in their frustration and disappointment. It is also compounded by the many years members have been waiting for this decision.

It also highlights how critical it is that we are successful in receiving protection from further tenure and volume transfers initiated by government through the IIC process noted in my previous report.

In Solidarity, Brother Brian Butler

KINNEY REPORT

By Pat Kinney, Financial Secretary



This past year has been a tumultuous one in regard to all of the issues confronting our membership from continuing ever-changing COVID measures, and continuing enviro assault on our forest sector to a most recent strike of our members at the Strathcona Gardens in Campbell River. Our membership has been resilient through all of the challenges presented and continues to move forward with pride.

For those members in the forest and manufacturing sector, this is the most chosen time of year for retirement. This year is not unlike other years as there have been many coming in and getting the pension papers filled out for retirement in the new year. We extend our congratulations on your retirement and thank you for your unwavering support of our Union over the years.

Health and Welfare

I ask all members to check and make sure that they have signed up for the PharmaCare Plan. This is a government-sponsored plan that came in in the late 90's. Everyone in the province is eligible and should be signed up to this plan. This is a secondary Extended Health insurance that covers generic prescriptions cost under the PharmaCare Formula.

Members ask why when we already have a benefit plan through our employer?

Most plans have a lifetime limit associated with these plans and they are at varying levels. All of the forest sector has a negotiated \$300,000 lifetime limit but with the rising cost of some of the new designer drugs that are prescribed that limit can get used up very quickly for some members. If the member is signed up with PharmaCare the Health Plans can use this as an offset against your lifetime limit which in turn lessens the

amount that gets charged to your limit extending the life of the limit at no cost to the member.

There is no cost to signing up to PharmaCare and it can be done online or the paperwork can be picked up from your local pharmacy. The only time there is a cost to PharmaCare is when you come off a group benefit and are solely using PharmaCare as your extended health insurance. The insurance has a deductible based on your level of income. For example, you would have to pay for 100% of your prescriptions until you had reached approximately 2/3rd of the deductible, then 30% until the maximum is reached. At that point and thereafter it would be free of cost until the following year and it would cycle through again. For those who do not have to have any prescription costs there is no cost to the plan, but the coverage is still there in case of need.

Beneficiaries

I may start sounding like a broken record in regards to this subject but the accurate designation of beneficiaries and addresses are the most important issue a member needs to keep current with the Local Union and the Plans, along with their current address. We continue to find members who have either not declared a beneficiary or who have not changed them in time of their passing. This can cause extreme hardship and shock to loved ones that were expecting to be looked after in your absence, only to find they were not as a result of not keeping their beneficiary status up-to-date. The end result is the Plans must either go by the last designation or pay into your estate. In most cases, it is subject to extra taxation on the estate. I ask that you check periodically with the Plans or our offices in order to correct incorrect information, as circumstances change and so do beneficiaries.

In Solidarity, Brother Pat Kinney

NEWLY ELECTED DISTRICT 3 DIRECTOR

SCOTT LUNNY



Sisters, Brothers and Friends,

On November 23, 2021, United Steelworkers members from across British Columbia, Alberta, Saskatchewan, Manitoba, and the Territories who work hard every day in shops, mills, healthcare facilities, mines, offices, call centres, and every other type of workplace cast their ballots in our Union's International elections.

While Local Unions have regular elections, International elections were a new experience for most (nearly all) of the membership. There had not been a contested election in our District since 1989. But our democracy is something we celebrate. The United Steelworkers stand proud, as one of the few Unions in North America that boast a true one-member-one-vote electoral process for our leadership, from the International President to our workplace representatives.

I was proud to put my name forward and I am humbled that over two-thirds of the votes cast were to elect me as your District 3 Director.

Local 1-1937 is one of 62 USW Local Unions in District 3. It is one of the largest. Local 1-1937 had a good turnout (over 30%) and the highest number of ballots cast in the District. I am a 26-year member of USW 1-1937 and I am so proud of the high level of engagement in *our* Local Union, the strong local leadership from our Officers and staff, and the excellent solidarity that members can always be counted on to provide.

USW members all across our vast district showed that same inspiring commitment, engagement, and support for our Union. It is the members that determine the future of any Union and the future of the United

Steelworkers District 3 looks bright.

It is important to stress that our Union election is fundamental to our democracy. Campaigns can be hard-fought, but we need to come together immediately and live the values of solidarity, unity, and respect. We are siblings and we need to stand together to face the many challenges of today and that are coming in the days ahead.

On March 1, 2022, it was my great privilege to be sworn in as your representative on the International Executive Board and my commitment to all Steelworkers in western and northern Canada is to give my all to that end – representing you.

At the writing of this message, a lengthy strike at the Strathcona Regional District in Campbell River had just been resolved. I had the chance to visit the members on the picket line. They are hard-working, dedicated folks that want nothing more than to get back to work serving their friends, neighbours, and others in the community as they have done for years. I am glad that this difficult dispute was resolved and I know that all Steelworkers, the rest of the Labour Movement, and the community were there on the line with our members in solidarity.

That is, after all, what the Union is all about. We unite to face challenges. We provide support when the need arises. We have each other's back in a fight. We know that we are, always, stronger together.

In Solidarity, Brother Scott Lunny



Scott Lunny joins Strathcona Garden members in their fight for fairness

SOUTH ISLAND LOGGING REPORT

By Richard Arnason, 2nd Vice-President



Since my last article, we have received the Award for Island Forest Company adding the Ladysmith sort to the Franklin River Operation. While the Local was not successful in this Award it does increase the work opportunities for members of Franklin to work at the Ladysmith Sort. This would include Franklin members that are laid off and choose to bump into Ladysmith by seniority. Evidence given by company witnesses in this arbitration is also being used to correct seniority dates and holiday pay percentage entitlements for members at the Ship Creek Sort. Mount Sicker has received this company evidence and has agreed to resolve the seniority and holiday pay by providing the Local Union with a seniority list showing the corrected dates and the company calculations to correct the holiday pay percentages and amounts owed to the members affected.

In October 2021, after six long years since the first attempt at organizing Red Chris Mine, Local 1-1937 received the decision from the Supreme Court of Canada where the company was not successful in its application. This was great news after many legal challenges at the BC Labour Board and to the Supreme Court of Canada by the company. In mid-December 2021, Brian Butler, Dusty Palmer, and I visited the mine site to meet with the Local's new members. I am happy to report we were well received with positive feedback from the majority of the Red Chris members. The Local 1-1937 Bargaining Committee has started bargaining the first Collective Agreement for the 400 plus members at Red Chris Mine.

As many of the members know, the Local held meetings with the crews on the South Island under the Island Timberlands Collective Agreement and the contractor crews for TimberWest. These Letters of Understanding contained central dispatching and settlements for many grievances including wage loss for the Chemainus Sort crews as part of the Cowichan Revitalization Agreement cancellation. One of the biggest issues for the TimberWest crews was safety for log truck drivers under the Central Dispatch System. The tentative Letters of Understanding for Island Timberlands and TimberWest were discussed and voted on by crews. These Letters of Understanding were not voted in favour of by both crews and were not ratified.

After many years, Local 1-1937 has received a letter from the Provincial Government denying our efforts for money to compensate members of the Franklin River Operation when TFL 44 lands were removed and awarded to the First Nations. We are very disappointed in the Government's decision.

We continue to lobby Government on many issues including the deferral of old-growth, successorship rights for Union members for tenure transfers and to award the undercut volume on TFL 44 to Huu-ay-aht First Nations so the undercut will be harvested by Union members.

In closing, after two long years, we are hopefully at the end of the COVID-19 pandemic and returning to pre-pandemic lifestyle.

**In Solidarity,
Brother Richard Arnason**



President Brian Butler and 2nd Vice-President Richard Arnason onsite at Newcrest Red Chris Mine

CINKANT REPORT

By Chris Cinkant, 3rd Vice-President



Manufacturing

I would like to report that there have been at least modest gains in both training and manning issues I addressed in my last Solidarity News article.

Sadly, I cannot. In fact, most facilities have regressed in these important areas. Training continues to be piecemeal and manning shortages have not been addressed. Members are told by the company, “We just don’t have the bodies to train everywhere,” or, “We just can’t find people”. I am a little skeptical as some weekend casual lists are 15 and 20 workers deep. I was once told by Management that, “out of twenty-some odd people we could only interview six,” as “only six would have been a good fit for our company”.

When I asked for the criteria used to determine a good fit, the response was a shoulder shrug. In the spirit of being helpful, I reminded this interviewer of the probationary clause in our Collective Agreements whereby the company has a period of time to determine a good fit. I understand that there are challenges in recruiting people to this industry at present; still, in my opinion, this is no time to be overly selective when there is a probationary clause that protects the employer from risk. We continue to relay the message that training is key to a safe and productive workforce for all levels of management. Upper levels of management have listened to our concerns; we await some action on addressing this substantial pitfall throughout most manufacturing and industry as a whole.

Drug and Alcohol Policies

Post-incident drug and alcohol testing continues to be a major problem to all workers, especially when it comes

to cannabis. Employees tested a day or more after imbibing cannot meet the ridiculous minimum nanogram levels set in Company policies. We still await the arbitration decision on the WFP Drug and Alcohol Policy grievance. I am hopeful we will get a favorable decision on the policy and many other aspects of it that are at issue.

Health and Safety

I urge members to always stay safe on the job and be especially diligent when going through a training process. As addressed in the first three paragraphs above, when training is rushed or qualified trainers are not given appropriate time to adequately train others for any reason, or you are pressured by anyone to work beyond your comfortable limits, please let both your supervisor and a Safety Committee Member know you need further one on one training. Should you feel pressured to work beyond your limits for fear of not being qualified, please express those concerns to both a supervisor and a Shop Steward.

It looks like some major restrictions have been lifted on the COVID front. We can look forward to more face-to-face meetings and larger gatherings again. It has been a long two years of social distancing and postponed family events.

Let’s hope I can report some positive news on these topics in our next issue. Until then Brothers and Sisters, please stay safe.

In Solidarity, Brother Chris Cinkant

ENVIRONMENTAL EXTREMISTS THREATEN OUR JOBS AND COMMUNITIES, By Jeff Bromley, Wood Council Chair



Environmental extremists are a threat to our jobs and communities; government needs to hear from our memberships.

Greetings members of USW Local 1-1937 from the USW Wood Council; it is 11 Local Unions representing 18,000 members across Canada.

If one thing is certain in our industry, it is the uncertainty.

Whether it be the industry itself during negotiations; government policy that by design will only hurt workers or environmental extremism that seems to be more and more acceptable by society, the attacks on our jobs and our communities seem relentless and never-ending.

ENVIRONMENTAL EXTREMISTS Cont.

Where do workers turn to? In short, our Union. In a working world where there seems to be no good news lately, your Union is working hard to fight back against these threats. It's not easy and we need our members' help.

We have a government, an NDP government; our government that best represents workers, right? Well, forgive me if it doesn't feel that way. Working in conjunction with the Local Union and President Brian Butler as well as Presidents of other Locals across BC, we continually are trying to pressure this government that their policies and direction are hurting our members. They're not always listening but those they need to hear from is our members.

Local 1-1937's vast boundaries cover 36 ridings running up British Columbia's coast down to Vancouver and all of Vancouver Island. 26 of those 36 ridings are represented by a BC NDP MLA. Our members live in these ridings and make their living there and decisions being made by the current government are impacting your livelihood. Whether it be the

elimination of the aquaculture facilities or the threat to remove 2.6 million hectares of land from the timber harvesting land base, the threat is real.

The environmental extremists are tipping the government policy scales in their favour and the only thing that will stop it is MLA's hearing from their constituents. If you disagree with what government is doing then pick up the phone; write an email or show up at the MLA's office. Our Union, with new leadership in District 3 with Director Scott Lunny – a member of 1-1937, is doing everything we can to tell government to stop what it's doing and consider the livelihoods of our members and their communities. We have a voice and that voice is our members. It's time you were heard.

In Solidarity,

Brother Jeff Bromley, USW Wood Council Chair

NORTH ISLAND LOGGING REPORT

By Dan Jorgenson, Business Agent



Things in the bush may change. I speak in terms of the First Nations whose territories we log in. They have been around for a couple of millennia or so.

As a boy in 1975, I used to hang out with my father in the summertime. One summer day he and his brother, who were partners in a Union company called Kilpala Logging, were going for a walk. The walk, which was more of a hike, was to view the road construction that was in their operating area near the Kilpala River on TFL 37 and it emptied into Nimpkish Lake. The road was K800, and it was up high enough that yellow cedar grew there.

We got out of the crummy at the end of the road; pink ribbons were hung to indicate the road's centerline. We had walked what seemed like at least a mile through the timber and I thought I was going to die of starvation (you know 12-year-olds). Thoughts of my ribs sticking out were shattered when my Uncle said, "Hey look, a canoe!" I thought to myself, "Why would someone drag a canoe way up this mountain?" Apparently, we were on the same line of thought as my Uncle explained to me that it was made up here. The Namgis First Nation people whose territory we were on, had hiked up from the lake, picked out the perfect tree, and hollowed it out with the help of fire. I wondered aloud why it was left and my uncle surmised that there must have been a defect.

The canoe looked like the rest of the forest floor, covered with moss. As an adult, I recognize the human effort that would have gone into moving that canoe. It must have been ten meters or more in length. They would have needed a team to move it off the mountain down to the lake. They would have walked up the mountain and likely camped up there as well; at least until the job was done. The skill and determination those first coastal loggers had were outstanding. Using homemade ropes, stone axes and without log trucks or crummies, they managed.

I have never forgotten seeing that yellow cedar canoe. My best guess is that it was under the trees when the cat operator came to build the road and it was thereby covered with dirt. Today artifacts such as the canoe are ribboned off. It is my hope that when treaty settlements happen between governments, Canadians, BC, First Nations, and forest companies that loggers are still a part of the equation.

In closing, the twelve-year-old me never did starve.

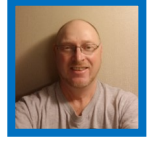
In Solidarity,

Brother Dan Jorgenson



PORT ALBERNI REPORT

By Glen Cheetham, 4th Vice-President



I would like to start by congratulating Scott Lunny on his successful campaign for the District 3 Director position. I would also like to thank all of the members that took the time to vote and to the tellers that worked on the voting day taking and tallying ballots. Well done!

Since the beginning of the New Year, it has been a challenge in Alberni to keep A.P.D. running due to log shortages. The reasons we were given are the weather; due to heavy rains and snow this year, along with permit issues in the Gold River area where a lot of the log supply for A.P.D. comes from.

Since the beginning of the year, A.P.D. has ran approximately three weeks in the planer mill, three weeks in the sawmill, and 1.5 weeks doing a pulp run that only employs approximately 20 people. As of this writing, the rumours are that it could be another month before start-up. Having said that, when they do start up if everyone returns, they will still be short employees to fill all of the positions. With uncertainty around the operation, it is difficult to attract potential workers.

Duke Point Sawmill has fared better since the beginning of 2022 as they only had to curtail the sawmill to one shift for a two-week period and are now back to a two-shift level.

On a bright note, The San Group is continuing to invest and expand in the Alberni Valley which is creating new employment. They are also in the process of setting up apprenticeships as they believe the way of the future for maintenance is to grow from within. This is good news for the members there. Logs don't seem to be an issue for them as they buy from the open market to make sure they can run to capacity. Their consistency in running has also provided job opportunities for laid-off A.P.D. employees.

We have a number of outstanding grievances. We are making headway on resolving a few of them with a couple heading to arbitration.

It is a contract year for T-Mar Industries and we will be starting bargaining this summer. Shortages of skilled labour have made it difficult for this certification. Hopefully, the process will be smooth and the crew will get a good contract.

With COVID restrictions lifting I hope everyone gets out a bit more to see friends and family and stays safe.

**In Solidarity,
Brother Glen Cheetham**

MID-ISLAND LOGGING REPORT

By Jason Cox, Business Agent



In mid-December we managed to wrap up the excess employee issue in Gold River; that issue was a couple of weeks shy of a year. Unfortunately, there are continued problems arising from the company that took over as the Woodlands Contractor in both the logging and dry sort operations.

An early December arbitration that was taking place regarding hours of work was settled just days before the arbitration was scheduled. It was a costly argument in time and money but would have been far more costly had it proceeded through to an arbitration. A separate arbitration is scheduled for mid-April regarding the contracting out of mechanical harvesting versus hand falling. This will hopefully result in having a crew working a full year versus half to two-thirds of a year.

The Local received damages for lost opportunities, initiation fees, and union dues from a company when they engaged a contractor not signed to the Union. Both parent company and contractor were notified of the situation before work started

but chose to continue anyway. A settlement agreement was borne from this where the parent company cannot engage a contractor's services until they have given the information to the Local Union to ensure the contractors are in good standing.

Some new committee members have accepted positions for Union and Safety reps at the Mount Sicker China Creek Dryland Sort Operation. Thank you, Colin Mowat and Richard Parcher for joining the existing reps. In the Powell River area, the Olympic Sort crew has had a decent start to the year with logging crews trickling back slowly due to weather. Kwest Harvesting has announced to their employees that the company will be providing the five paid sick days as per the Employment Standards Act.

**In Solidarity,
Brother Jason Cox**

CVL-KITIMAT & BEYOND

By Dusty Palmer, Business Agent



As always, work is busy and has me continually learning new things. Since the last newsletter, much has happened within the Local, and outside in the crazy world. We have emerged from a continued worldwide pandemic with some differences in how we live and work. I think I will always wear a mask on planes now, even if this restriction lifts. This past two years is the longest stretch I have gone without a cold or the flu, due to wearing masks. COVID testing continues at the work-camps and vaccination passports are still required for flying, trains, and cruise ships. We have definitely made the history books.

Sodexo, Cedar Valley Lodge (CVL) continues to have many issues. A second year of lay-offs has come and gone with only minor adjustments due to meetings held prior to the lay-offs with the Company and the Union.

The payroll system, Kronos, was hacked and created a lot of errors in employee pay cheques, in addition to the errors already present. \$44,000.00 was paid out to employees, who were paid improperly. To resolve the grievance, the parties agreed on a 60-day time frame for employees to review their amounts and advise HR if there were any discrepancies. There is still time if you have not reviewed your settlement amounts.

I advise all employees to keep track of all hours worked, dates worked, overtime, and any premiums due in case you need to audit your paystubs. It is a good idea, to print your paystubs and keep them in a file for reference as well. We have an outstanding group overtime grievance (for fly days) and if you know for certain you have errors, please contact me with the calculations and discrepancy so that they can be addressed.

A scheduling survey has just been completed. Thank you to all who participated; good turnout. It was an informational survey to determine if there was employee interest in switching from a 14 on/7 off schedule to a 14 on/14 off schedule. **76% of the participants were not interested** in the switch. We will not engage in inquiries with the employer regarding a new schedule without the majority of members wanting a switch.

NEWCREST RED CHRIS MINE

In December Brian Butler, Richard Arnason, and I made a trip to Red Chris Mine. The copper/gold mine is located

approximately 80km south of Dease Lake in northwest BC. We toured the entire site bundled up in parkas (-43 with wind chill), met with employees, and answered the many questions they had. We also met with the management team that was onsite, to introduce ourselves and hear about what they were working on. Daisy Bolton, HR ensured we had everything we needed.

The Local is currently bargaining the first Collective Agreement for this group of employees. The progress has been steady on the basic language part of the agreement and very slow on the important monetary items that have been tabled. We hope the company wants to be a world leader in the industry as they insist they are, and compensates employees competitively and fairly for what they are worth.

Keep current on Red Chris bargaining updates by viewing our webpage at usw1-1937.ca



Richard Arnason, Dusty Palmer & Brian Butler at Red Chris Mine. Below Daisy Bolton tours us around the site

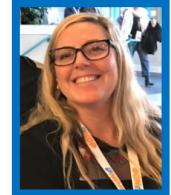


In Solidarity, Sister Dusty Palmer



PORT MCNEILL REPORT

By Shelley Siemens, Business Agent



BARGAINING

The Strathcona Gardens employees are USW members working at the Recreational Facility in Campbell River.

This past November, the Strathcona Gardens members were on strike for 10 weeks starting November 22, 2021. The members were fighting for wage increases, and to keep important shifting language which was a concession the employer was hell-bent on removing.

Fighting all of the odds of having their facility being partially shut down due to COVID restrictions, and picketing through the worst weather in a decade, the Strathcona Garden members still stood strong on the picket lines and fought hard against their employer for fair terms. The employer managed to give themselves generous increases but was not willing to give the workers who actually do the job, a living wage. The members on January 31st sent in a last proposal to the employer accepting Mediation/Binding Arbitration on the condition that the employer's language deletions and concessions be withdrawn. The Strathcona Gardens members then agreed to have Vince Ready decide on wages alone. The USW Strathcona Gardens Bargaining committee met with Mr. Ready on March 1st for mediation and to no-ones surprise, the employer did not mediate at all. The Bargaining Committee has since given Mr. Ready their submission and is waiting on his binding decision.

I would like to thank all of the Strathcona Garden members for all of their courage in fighting for what is right. To the many friends, Unions, and community members standing in solidarity with us; you put the Unity in Community and we could not have done it without all of your support. [Thank you!](#)

From L-R : Gillian Tew, Vicki Bortolotto, Sandi Dreger, Marlene Sandholm, Lori Olsson, Karin McCune, & Jade Nesvold



L-R : Meghan Sibley, Marlene Sandholm, Vicki Bortolotto, Cianna Dunn, Sherri Wheeldon, Cameron Johnson & John Wheeldon



PORT MCNEILL REPORT Cont.

COMOX VALLEY SPORTS & AQUATIC CENTRES

The Comox Valley Sports & Aquatic Centres are recreational facilities located in Courtenay.

The Sports & Aquatic Centres' USW 1-1937 Bargaining Committee met on February 7, 8, and 9 to work towards a new contract. There have been some positive improvements to contract language thus far, and we will be moving on to the monetary items to discuss wage increases and other areas. Dates are set for March 21, 22, and 23rd.

MOWI CANADA - PORT HARDY PROCESSING PLANT

Mowi Canada is the Port Hardy Processing Plant located in Port Hardy, BC, where roughly 80 plus USW members process farmed Atlantic Salmon for suppliers both domestic and internationally.

The USW has just elected the new Bargaining Committee who is currently working together preparing contract demands. The Committee will be scheduling bargaining dates within the next few weeks.

Mowi Canada and other Aquaculture industries alike are currently at risk. This is due to licences at 79 salmon farm sites that will be expiring in June. If these licences are not renewed this could be detrimental to many of the small communities that rely on this industry to fuel its economy. The USW Officers of Local 1-1937, along with District 3, have been actively engaging in conversations with the Provincial and Federal Governments in order to support renewing these licences. The Local and District 3 will continue to advocate on behalf of the Aquaculture Industry and for our USW Mowi members.

More on this and the impact study done by the BC Salmon Farmers Association below.

LOSSES IF SALMON FARM LICENCES ARE NOT REISSUED BY DFO (info from <https://map.bcsalmonfarmers.ca/February 23, 2022>)

CAMPBELL RIVER, BC – The BC Salmon Farmers Association has released an independent economic analysis outlining the consequences to BC's Indigenous and non-Indigenous coastal communities if 79 salmon farming licences are not reissued by the federal government by June 2022.

The report by RIAS Inc. found BC would lose more than 4,700 jobs, \$1.2 billion in economic activity annually, and \$427 million in GDP if these licences aren't renewed. An additional \$200 million in economic activity and 900 jobs would be lost outside of BC.

Federal aquaculture licences at 79 BC salmon farms are due to expire on June 30, 2022. Eighty percent of these salmon farms operate in agreement with the First Nations in whose territories they operate in. For these salmon farms to continue producing a sustainable alternative to declining wild salmon stocks, while working with First Nations, their licences must be reissued by the new Department of Fisheries and Oceans (DFO) Minister Joyce Murray.

In December 2020, former DFO Minister Bernadette Jordan failed to reissue licences for salmon farms operating in the Discovery Islands, creating economic hardship and uncertainty for many of BC's Indigenous and non-Indigenous coastal communities. In making her decision, Minister Jordan ignored the scientific consensus that salmon farms do not pose more than minimal risk to wild Pacific salmon, as well as her own department's advice. The decision is currently before the courts in the form of a judicial review. If the 79 licences up for renewal are not reissued, Indigenous and non-Indigenous coastal communities will face even greater devastation.

"Coastal communities in BC deserve better, especially during an ongoing pandemic that has already caused severe stress, mental health strain, and economic pressure on many families, households, and communities," says Ruth Salmon, Interim Executive Director of the BC Salmon Farmers Association. "After years of instability and concern, these communities deserve a secure and prosperous future," says Salmon.

To minimize any further loss to coastal communities, BC Salmon Farmers need legitimate reissuance of all 79 licences. The reissuing of these licences would drive BC's and Canada's economic recovery, deliver on Indigenous reconciliation, support the restoration of wild salmon populations, safeguard Canada's food security and sustainability, enhance Canada's contribution to climate change mitigation, and align with the federal government's Blue Economy agenda as outlined in the 2021 Speech from the Throne.

"We invite Minister Murray to visit the affected rural, coastal communities to better understand the integral role salmon farming plays to the socio-economic wellness of these small towns," says Salmon.

Find the full report here: <https://bcsalmonfarmers.ca/licences>

Find the Impact Map on Coastal Communities here: <https://map.bcsalmonfarmers.ca/>

PORT MCNEILL REPORT Cont.

QUICK FACTS:

- BC's salmon farming sector is the provinces #1 seafood export, #1 agri-food export, and is designated an essential service by Federal and Provincial governments.
- BC Salmon Farmers hold agreements with 17 First Nations on BC's coast.
- 79 (all remaining) federal finfish aquaculture licences will expire on June 30, 2022.
- More than 4,700 well-paid jobs are at risk in communities like Courtenay, Comox, Cumberland, Port Hardy, Port McNeil, Tofino, Ucluelet, and Port Alberni.

ABOUT THE BC SALMON FARMERS ASSOCIATION:

Farm-raised salmon is BC's highest valued seafood product, the province's top agricultural export, and generates over \$1.6 billion towards the BC economy, resulting in thousands of jobs. The BC Salmon Farmers Association represents over 60 businesses and organizations throughout the value chain of finfish aquaculture in BC. Our members account for over 95% of the annual provincial harvest of farm-raised salmon in

British Columbia.

(Information retrieved from the BC Salmon Farmers Web Site)

For more information, visit

<https://www.bcsalmonfarmers.ca>

MEDIA CONTACT: Michelle Franze, Manager of Communications, Partnerships and Community
michelle@bcsalmonfarmers.ca 604-202-4417

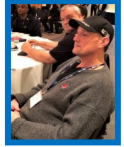
In Solidarity,
Sister Shelley Siemens
1-1937 Education Co-ordinator
Smarter is Stronger



Shop Stewards Level 1 online Training Course. Online courses became the norm during the pandemic. We are now moving towards holding in-person training again starting at the end of April. Thank you to all of the participants.

SCHOOL DISTRICT #79 UPDATE

By Aaron Henry, Chairman



Inside the District has been interesting the past two years. With COVID slowing, we are happy to get back to some "normalcy" in the coming spring and summer months.

Custodians have worked nonstop and diligently to keep schools safe, open, and ready for the children, staff, and admin. They not only kept the schools operating, they had to shift to stringent cleaning practices for this new world and dealt with countless sensitivities, personal conflicts, physical changes, and unjustified comments by those who had COVID concerns. Ultimately, all staff came together and pushed through to overcome the challenges of the pandemic. The custodians, often under-acknowledged, deserve a great amount of praise. They kept the schools going!

Our bussing department kept students going to and from school safely. Being a driver and the person a child sees as first contact, and usually, the last contact of the day for many is more important than one can acknowledge. Friendly and smiling drivers are more influential than some remember. We thank them for how they represent the District.

Our maintenance staff has a new manager. Many changes are taking place. This is a positive change felt by many. We are up to date on our work orders and [being encouraged to be the change we want to see](#). Our maintenance staff is blowing through the work orders and the feedback within the schools is very positive.

We have had several grievances that were issued over the last year. The majority were acknowledged and went in our favour. With this though, came uncertain times with the new managerial staff and their interpretations of how they would like to see the contract interpreted. We had countless conversations about how change of processes were made by management. If a change of process is desired, communication is required and has to be distributed to all before the change becomes active within the workforce. This was not happening and is very concerning. We heard comments like, management can manage the workforce and if we deem a person more efficient we can call them in, or comments like, if management feels a process isn't working one week we can change it the next. Our opinion is that change happens with proper documentation, communication to the workforce, and no

conflicts with the Collective Agreement. We need consistency from management to avoid favoritism and also grievances.

With bargaining coming up, we had to agree to sideline several grievances with management's opinion "you need to give to get". We do not take concessions or bargain out language in our contract. This mindset needs to be addressed. We will not be giving up anything.

We also had to sideline a grievance regarding a job description as we were at odds with the opinion that false promises were made and changing of duties regarding pay versus a Letter of Understanding. To add to the contract it needs to be "authorized" by BCPSEA (on the District's side). In this instance, it's just another excuse from managers trying to avoid staffing concerns. We are currently waiting on an O/T change of procedure that has not been shared regarding a settled monetary grievance.

We are very "fortunate" to be so HR heavy (roughly 9). Although we find that sometimes one hand doesn't know what the other hand is doing. We are confident we will deal with the outstanding matters. We have been continually working on how to make the workplace less toxic, have dealt with return-to-work matters, Long term disability/short term disability, increases in staffing, increased tasks, reduced contractors, designates, health and safety issues, investigations, and filling vacancies. We remind employees, that if they are not at work they are being held accountable medically (providing a note) and no one has a right to know the fine details of why a person is off. Everyone has the right to privacy. Vacant postings have been consistently posted and we are in contact weekly with HR over this. We have consistent engagement from HR in the main office, custodial, transportation, and maintenance supervisors. It has been a long time in the making but USW is in a positive position in this area.

We have been involved in several co-worker vs co-worker disputes. We appreciate being involved and trying to remedy these concerns before discipline or investigation. The Union is committed to trying to lessen the conflicts in our working groups and has had many meetings to try to reassure and be united for a positive change. We are concerned with the number of open-door meetings and confidential or human resources conversations that are being overheard or shared before

SCHOOL DISTRICT Cont.

or after events. We find this just destabilizes the workforce reassurance and creates unfounded gossip that is unproductive on all fronts. What is also concerning is the number of conversations that are going on with managers from members complaining about co-workers. Conversations where a person shares, and then tells the manager, "don't say anything!" This is gossip and hurts everyone's credibility. If a person is uncomfortable, threatened, or triggered, a manager must act on it. We strongly encourage our members to put their name to complaints and/or use our EFAP services if they are having troubling times. A manager is not a confidant, counsellor, or friend. They document and can pull out conversations at will, that can impact your credibility, or create a bias. It can become a back and forth issue with the Union playing catch up to help defuse situations.

The Union is continually advocating to bring more work in-

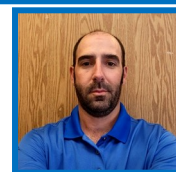
house; encouraging managers we can take it on with our existing staff and if necessary increase our PT/FT workers. We are always pressing for this and giving ideas on how it can happen. We get the, "we're looking at it," comment without a solid response. We are hopeful that with an open mind and willingness to work together we can make this happen. We will continue to bring forth ideas, and ways of increasing our workforce. Our knowledge of how the budgets work within this government sector helps. We have far too many contractors coming on-site and it is our belief with organization and leadership, we can be the efficient workforce we want to be for the District's benefit.

I encourage all members, in all organizations to disregard gossip. If you have concerns, reach out to a steward for the facts.

In Solidarity, Brother Aaron Henry

SOUTH ISLAND REPORT

By Nolan Paquette, Business Agent



It has been a very busy last few months. We held our LADM on September 27th, at the Nanaimo Conference Center with a great turnout of new and returning delegates. It was nice to have an in-person meeting again as it has been a long time since we held one due to the global pandemic. It was all business with it being an election year, and the delegates did a great job voting in our Local Union Leaders and Executive Board Members. On top of this, we have had the District 3 Director election and I'm proud to see the involvement of so many members campaigning to get some positive change at our District Director level. I hope you all got out to vote and thank you to all that did. Our efforts paid off and the candidate the Local was supporting came out victorious. Scott Lunny was sworn in as the new District 3 Director on March first and we look forward to seeing some positive changes within our district.

Cowichan Lake Education Center (CLEC) began bargaining, the committee and myself have reviewed what we feel to be fair proposals and have made some great gains for our members. A three-year deal with 3%, 2.5%, and 2.5% pay increases as well as improved safety and contracting out language are some of the highlights. A ratification vote took place in mid-March, and the crew at CLEC was in support. We will have the new contract ready shortly. I would like to thank William Dustow for stepping up, not only as a new steward for the CLEC but also for being a very big help in the bargaining process. With

CLEC being a hidden jewel of the Cowichan Valley, it is something you may want to look up for your next event or family reunion. It is a very impressive site with long-standing Union ties.

The WFP Cowichan Bay Mill is one of the certifications I now look after and it has been a fair bit of work getting things on track out there. With a management team that was not following local agreements, they stacked up around 20 grievances over the last few months, mostly related to the local training agreement. The plant committee has done a great job representing the membership and has successfully resolved half of these grievances at a Step Two level which is amazing to see. There is always more work to be done, so please, if you see a violation of the Collective Agreement or a violation of any of your local agreements, don't sit back. Stand up for what is right and take the issue to your committees and get those grievances filed. You the membership, are what keeps the Union strong. Bringing violations forward is the only way we can make sure our contracts are being followed. Many hands make for light work so please remember we are all in this together, and if you see something, say something.

Thanks for reading and keep up the great work.

In Solidarity, Brother Nolan Paquette

EJOYING RETIREMENT

By Wendy Goulding, Woman of Steel

I was fortunate enough to retire at 58 years old, nine years ago. No need to do the math, I still feel like I'm 58! I worked as a log scaler for 31 years. I started my career in the forest late in life, when my children were school age. I was 27 years old. I know many who started their career in the woods at 17 so I felt that age 27 was late.

I have been fortunate. Without the addition of the IWA pension, I certainly couldn't have been able to step back from work. My husband and I have enjoyed a lot of travelling. Many adventures have been had and many more to come. We are lucky to have been in good health.

I am an avid gardener and home preserver who loves to forage and fish with friends. I live 20 km from a grocery store, on a beautiful acreage that my husband and I have owned for over 40 years. It has provided us with a lot of space to grow my own vegetables and fruit. The Harrowsmith magazines/books in the '70s got me started. Gardening and maintenance of the property is a full-time job, and I now wonder how I found time to work!

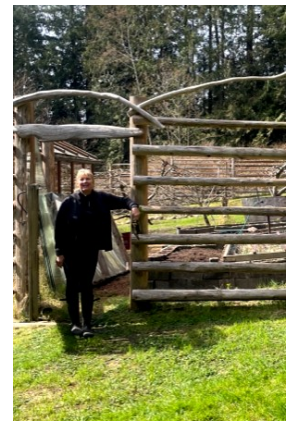
In 2009, I was asked to join the United Steelworkers Women of Steel Committee and I did. When I retired, I was asked to stay on to continue participating. It has been a rewarding experience. I was involved in three Habitat for Humanity house builds with members from all over the Local and the Island. Our Purses for Poverty Campaign was super rewarding, as well as the many fundraising projects for assorted food banks and women's shelters. Unfortunately, COVID put a damper on community fundraising but now that restrictions are being lifted, I am confident we will be getting back to normal.

It has not been all smooth sailing though. With COVID, the war in Ukraine, climate change, and the housing crisis, I have been worrying about my grandchildren and younger generations. They will struggle to ever be able to save for a down payment for a house, even with a good-paying Union job. The threat of a nuclear war keeps me awake at night. My time on this planet is nearing its end, and theirs is just beginning. We all need to be invested in leaving the best world we can leave for the next generation.

With that off my chest, I encourage everyone to live life to the fullest, make a difference along the way, laugh a little and follow your dreams. Life is happening now.

In Solidarity,

Wendy Goulding, WOS



NEW EXECUTIVE BOARD MEMBER READY TO GO



Tyler Stromquist is a new member of the Executive Board, Ward Area #11 Mid-Island.

Hello everyone! I work at the North Island Log Sort in Campbell River. It is a Mosaic sort yard run by TPH Contracting. During busy times there are up to 25 workers, five days per week and we have up to 80-100 truckloads of logs per day. Having worked at this sort for 14 years, I have seen a lot of change and wanted to assist members with the issues that have come forward. I have served as a Shop Steward for six years and now look forward to being a voice on the Local's Executive Board, representing Ward Area #11 Mid-Island. I have learned a great deal from being a Shop Steward and look forward to gaining more knowledge from the Local's leadership.

In my spare time, I enjoy being with family and friends so I am extremely happy we can all do this more often with COVID restrictions lifted.

**In Solidarity,
Brother Tyler Stromquist**



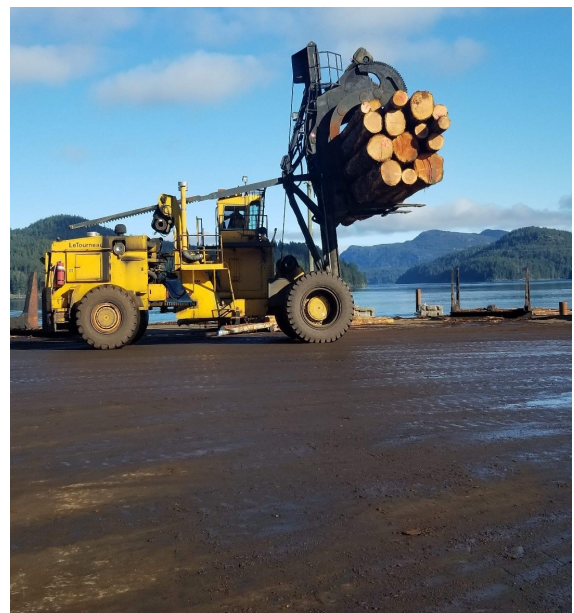
Tyler was sworn in as an E-Board member November 5, 2021



Executive Board ceremony



Tyler Stromquist, Buckerman at the Mosaic sort, North-Island



Front-end loader moving logs to the bunk at the Mosaic sort, North Island

CHANGES TO BC LABOUR RELATIONS CODE

Single Step Certification

Changes that make collective bargaining more accessible will help protect workers who want more say about workplace safety, compensation, and benefits.

The new single-step certification process will enable workers to join a Union when a clear majority of employees indicate they want to, as is the case in jurisdictions such as Quebec, New Brunswick, Prince Edward Island, and federally regulated workplaces.

Collective bargaining helps workers obtain better pay and workplace benefits, supporting an inclusive economy that works for everyone.

“Throughout this pandemic, we’ve seen that many people want to make their workplaces safer, provide more input to their work schedules and negotiate better wages and benefits, and they should be able to do this without barriers,” said Harry Bains, Minister of Labour. “The current two-step system can lead to interference in organizing. Under the Charter of Rights and Freedoms, workers who wish to collectively organize must not be impeded in any way.”

The current two-step system requires a minimum of 45% of workers at a job site to sign membership cards and, once that threshold is reached, workers must then restate their preference for a Union through an additional vote – even if a clear majority of workers has already chosen to join the Union. It’s at this stage, between the certification application and the vote, that interference can often occur.

Under the new amendments:

- If 55% or more of employees in a workplace indicate their intent to unionize by signing Union membership cards, a Union will be certified and no further vote is required.
- If between 45% and 55% of employees sign Union membership cards, a second step consisting of a secret ballot vote is required for certification.

“The nature of work has changed, with growing wealth inequality and new types of precarious and gig work,” Bains said. “Workers want to be valued and they want to have a say. This is about giving workers the choice to speak with a collective voice for fair working conditions.”

The amendments to the Labour Relations Code will also affect construction sector Unions by allowing workers

annual opportunities to switch Unions if they are unhappy with their current representation. Current rules can effectively prevent workers from changing Unions for three years. The amendments recognize that individual construction projects may only be one or two years in duration, preventing some workers from ever being able to change Unions under the current system.

Quotes:

Izzy Adachi, Worker Solidarity Network director-at-large and former union organizer at Starbucks Victoria –

“Single-step certification is crucial in protecting our right to unionize without employer intimidation. This is a win for all workers, but especially for the essential and front-line workers who have been fighting to be treated and paid fairly throughout this pandemic.”

Tes Estilo, care aide, Hospital Employees’ Union –

“My co-workers and I joined the Union for better wages, benefits, and job security. As a care aide, this means more stability for our residents in seniors’ care. Unions create balance and fairness in the workplace. It’s important to remove barriers that make it harder to become a Union member.”

Quick Facts:

- BC has alternated several times between the one- and two-step systems.
- The current two-step system has been in place since 2001.
- During 1973-1984 and 1993-2001, when the single-step certification system was in place, BC had higher Union certification rates.

The Minister of Labour’s November 2020 mandate letter includes a priority to “ensure that every worker has the right to join a Union and bargain for fair working conditions.”

- The freedom to join a Union is guaranteed by the Canadian Charter of Rights and Freedoms.
- Section 2(d) of the charter guarantees Canadian people the freedom of association—this includes the right to organize as workers for the purposes of collective bargaining.

Article from News.gov.bc.ca For more information call the Ministry of Labour 250-883-2951

GOVERNMENT MAKES AMENDMENT TO MAKE 5 PAID SICK DAYS AVAILABLE TO ALL WORKERS

After being pressed by the USW and other Unions, the BC Government made the necessary changes to the new “Sick Day” legislation to ensure previously excluded unionized workers are entitled to the five paid sick days.

Amendments to BC’s Employment Standards Act will strengthen paid sick leave legislation to protect workers and simplify the administrative process for businesses.

Harry Bains, Minister of Labour, introduced changes to address two issues that have been raised since the five days of employer-paid sick leave came into effect on Jan 1, 2022.

In the first case, business groups expressed concern that using “employment year” instead of “calendar year” to establish an employee’s annual paid sick leave entitlement is cumbersome because it requires a separate date for each employee based on the start date of their employment.

For ease of implementation, the act is being amended to reference “calendar year,” which standardizes the annual entitlement period for all employees regardless of the start of their employment. The total number of paid sick leave days per year will not be affected. It remains at five.

In the second case, there were concerns that some employees were excluded from the full five paid sick days due to existing language in collective agreements. To ensure government’s intent that the paid sick leave entitlement is applied to all employees in BC, the clause that relates to collective agreements is being amended.

After an extensive public consultation process, BC became the first province in Canada to implement a minimum standard of five days of paid sick leave every year. Research and experience in other jurisdictions have shown that most workers do not take their full entitlement of the sick days. It has also been shown that cost increases for most companies were less than expected while significant benefits resulted, including increased productivity and retention of trained staff, reduced risks of injury, improved morale, and increased labour force participation.

The changes will be effective upon Royal Assent, which is expected before the end of the current legislative session, to ensure the paid sick leave entitlement applies to the 2022 calendar year.

Quick Facts:

- Prior to Jan 1, 2022, more than one million workers in B.C. did not have access to paid sick leave, mostly those in low-wage jobs who are more often women or racialized workers.
- The paid sick leave protection applies to all workers covered by the Employment Standards Act, including part-time employees.

The Act does not cover federally regulated sectors, self-employed workers, and employees in professions and occupations explicitly excluded from the Act.

(Article from news.gov.bc.ca site)

DRUG CRISIS IN BC, COMMON TO SEE

Last week I was heading into the Union hall and noticed a person going behind our theatre building. Before heading into work, I thought I would check on what was going on. The fellow I had seen, shouted that someone was overdosing in our stairwell and ran away. There were other bystanders; (I use the word bystander in place of drug user) I called out to the slumped body, no response. I had one of the bystanders call 911. I went into the stairwell, stepped on a glass crack pipe, stepped over the needles, and checked the person for a pulse; none was found. The 911 operator was advising to start CPR; when I rolled the fellow onto his side, he got a breath through the spittle and vomit. Thankfully! He was not getting much air or breathing regularly. A bystander had a Narcan kit, and I gave a shot in his arm. It helped

almost immediately to restore breathing.

I have since seen (let’s call him Bob) Bob in our stairwell again. He has nowhere to go, he was beaten up and asked for water. Bob said he was just resting and had no drugs, which was untrue. His shoes were not on, his knuckles were cracked and bleeding. He is not in good condition; I estimate Bobs’ age to be 18-20 years old.

I do not have an answer about what to do or what is best for this crisis that is visible all over BC. We had a record loss of life in the first 10 months of 2021; it was 1,782 due to overdoses (news.gov.bc.ca). If you or someone you know needs support with substance use or addiction you can find support at wellbeing.gov.bc.ca
From the Editor

The Importance of Relationships During COVID

Human beings are social by nature and we need social connections to function at our best. Perhaps most noteworthy as a theorist on this topic is Abraham Maslow who created *Maslow's Hierarchy of Needs* and conceived that after basic physiological and safety needs are met, loving connections to others are most important to the human being. In fact, compelling studies show that social connections with family, peers, and community are significant protective factors in other crisis contexts such as war and natural disasters. Children in particular cope largely through their relationships.

Nurturing Important Relationships through COVID-19.

We can shift to the positive during this time when we focus our attention on our relationships. For many, the COVID-19 pandemic is reminding us of the importance of family and home life. Social distancing does not have to mean being disconnected. Reach out to friends and loved ones and anyone else you can reach out to. For those who have more time on their hands, use it as an opportunity to reconnect with important connections you may have lost touch with due to life demands.

What is Co-Regulation? Self-regulation has become recognized for its role in well-being across a person's lifespan. While it may sound like something one does alone, self-regulation develops mostly through interactions. Steven Proges PHD, proposed the Polyvagal theory that includes the concept of co-regulation which is "when a person's nervous system sensitively interacts with another person's nervous system in a way that facilitates greater emotional balance and physical health". Proges posits that: "As we co-regulate together we feel safer in the space and time that we are in".

To co-regulate, he suggests to bring awareness to your body as you begin to connect with someone. Feel energy calming down and feel more settled with a sense of grounding, then acknowledge the feelings of the person you are talking to. What comes across is: "I am present and I am here with you".

Here are some ways we can practice co-regulation in our important relationships: **Relationship with self:** We can help others by first taking care of ourselves. Healthy thinking, self-compassion, and self-care practices are all keys to wellness. A person can co-regulate independently by going to a person they keep inside. Bring a special memory to mind of someone who is calming and sweet. Look around in your own life to someone who has been

there for you, who has helped you through a difficult time. This practice can be your internal regulatory system.

Relationship with a partner: Take time with your partner to join with them in what they enjoy. Be present and sit and talk about what they might enjoy talking about so you can be in their world in a nonjudgmental and receptive caring way. See if you can get in touch with positive feelings they have about their lives. This way of interacting can help soften worry and big emotions that occur in response to the pandemic.

Relationship with children: Provide a warm and present relationship by showing care and affection; recognizing needs and providing caring support in times of stress. Caregivers can build strong relationships with children of all ages by communicating through words and actions, interest in the young person's world, and respect for the young person as an individual.

Relationship with others: During self-isolation, reach out to friends and family outside your home through telephone and online video. This is much more effective than email because it is reassuring to hear a loved one's voice and, even better, to see the person over video. While it doesn't beat in-person, it is much better than not having contact at all.

Here are a few practical tips to help nurture our relationships every day:

1. Allow yourself to acknowledge this is tough.
2. Recognize and communicate with loved ones when
3. Bring more kindness to anxiety; it will help bring more to your partners as well.
4. Set up a routine for yourself and your family and include exercise and fun activities too.
5. Remind yourself that you are all doing your best and this is temporary.
6. Practice gratitude and acts of kindness.
7. Take some time alone when needed and give each other space.
8. Spend time outside.

(Article from Vancouverislandcounselling.com)

Member Photos



1-1937 supporting BCGEU Librarians who were on strike for fair wage increases during skyrocketing cost of living increases



Debbie Halama, retired March 22/22 from TLC. Congratulations on 33 years!!!



Carli Johnson, Letourneau Log Loader Operator, Mosaic North Island Sort



Operators working on the edge of the pit, Newcrest Red Chris Mine

Member Photos



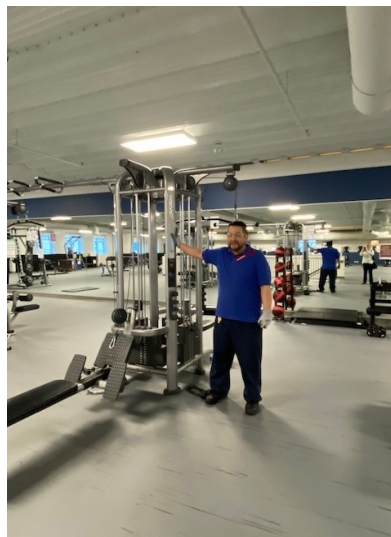
District 3 at the USW Mining Conference - April 4, 2022



Pat Kinney, Financial Secretary at the LADM



Kale Eddy, Mt. Sicker Logging,
Heavy Duty Mechanic



Wil Maitland, Sodexo CVL,
Janitorial



Joanna Lord and Vicki Miller
support striking Librarians



1-1937 supporting BCGEU Librarians who were without a contract since 2020



Camp lounge, Sodexo CVL



Jason Cox (R) delivering a foodbank cheque

Member Photos



Strathcona Rec Centre picket line (activist in training)



Ben Blyleven, bundling logs for the Front-End Loader Operator at the Mosaic sort yard



Haul Truck Driver, Newcrest Red Chris Mine

Member Photos



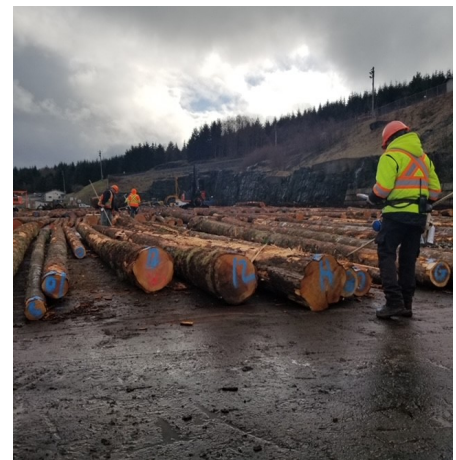
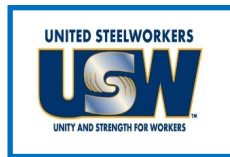
Richard Chellew, Boom Boat Operator, Jenn Ventures



Teresa Smith, SD79
Groundsperson



Mike & Jakeb Ball, SD79 Custodians



Melanie May, Log Scaler; scaling wood
for the Log Loaders, North Island



P & H Shovel Operator loading a haul truck at Red Chris Mine



Randy Robertson, CSD,
Steward & H&S elections

USW EDUCATION

Our Education Department was transferring courses into virtual programs over the pandemic. This was a great opportunity for members to be able to continue their education online while attending from the safety of their own homes. We found that there are great benefits to the convenience of online learning, as well as some challenges that came with reception and accessibility. USW Local 1-1937 is now switching back to in-person courses. For convenience purposes, some online courses may continue into the future. We currently have several in-person courses scheduled for members with a variety of dates to choose from. If you are interested in participating in any of these courses make sure to let your Business Agent know, or you can go to our website

to view our up-and-coming calendar of courses and sign up for them here:

<https://www.usw1-1937.ca/education.html>



Smarter is Stronger

Welcome To United Steelworkers Local 1-1937

We Are A Large Geographic Local Union Representing Workers In All Areas And Sectors Of Coastal British Columbia Including All Of Vancouver Island, All Coastal Islands Including Haida Gwaii And The Mainland Coast Area From The Alaskan State Border South To The Washington State Border.

IWA-Canada (Industrial, Wood and Allied Workers) Merged With The United Steelworkers In 2004.

Our Local Union Was Created Through The Amalgamation Of Former I.W.A. Local Unions That Merged Together Over The Years, Including Locals 1-71, 1-80, 1-118, 1-217, 1-363 And 1-85.

USW Locals 1-80, 1-363, And 1-2171 Merged In 2009 To Form What Is Now Local 1-1937. In 2017 Local 1-85 Of Port Alberni Merged With Local 1-1937 To Create One Local Union Servicing All Of Vancouver Island And The Coast Of British Columbia.

The Moniker 1-1937 Was Chosen As The 1 Represents The Historic Region 1 Of The Former International Woodworkers Of America (IWA) And 1937 Represents The First Year That IWA Locals Were Chartered In British Columbia.

Today, USW Local 1-1937 Proudly Represents Approximately 6200 Men And Women On The Coast Of British Columbia Working In All Sectors Of The Economy

