

SOLIDARITY NEWS

OFFICIAL PUBLICATION OF USW LOCAL 1-1937

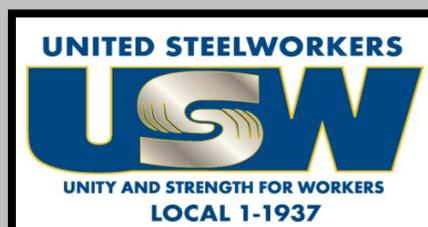
June 2018



April 27, 2018 USW Local 1-1937 donated \$10,000 towards the Memorial Gazebo at the Nimpkish Valley Heritage Park in Woss. The gazebo will serve as a memorial for all workers in the North Island who have lost their lives while working in the Forest Industry.

Pictured here from L-R: Business Agents Shelley Siemens and Chris Cinkant, Regional Director of Area D in Woss Dave Rushton, Safety Director Jack Miller and Port McNeill Mayor Shirley Ackland.

See article on page 17 for more information on the Memorial Gazebo.

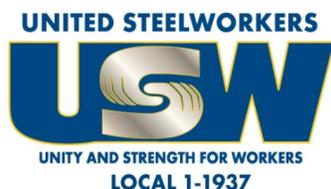


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EFAP

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



I would like to start my report by thanking the membership for their continued support of my leadership at this years' nominations and elections. I continue to be humbled and honoured by the support and will do my utmost to protect and advance our members' rights.

We have many big issues on our collective agenda this year and next, which includes our government lobby program, coast forest industry bargaining preparation, Union education and organizing to name just some.

Our Local Union collaborated with District 3 Assistant Director Scott Lunny and District 3 Researcher Mary Catherine (MC) Breadner on producing a document for our government lobby program, entitled "**Our Vision for a Vibrant, Sustainable Forest Industry**".

The Vision document addresses a number of key priorities for the Local Union including:

- ◆ Reducing log exports
- ◆ Getting more jobs per cubic metre harvested
- ◆ Creating an investment strategy for manufacturing
- ◆ Gaining successorship rights for workers when logging rights are transferred to another Company or First Nations group
- ◆ Converting BC Timber Sales (BCTS) lands to new TFL's (with new licensees) with successor rights to the Union under our existing certifications
- ◆ Tying the working forest to manufacturing on a regional case by case basis
- ◆ Creating a government Jobs Commissioner to review and act when a company announces the closure of a manufacturing operation
- ◆ Fixing the Labour Code for all workers (It has been significantly tilted against workers since 2001)
- ◆ Regular consultation with government

I, along with the rest of our government lobby group (Brothers Richard Arnason, Norm Macleod, Scott Lunny and Sister MC Breadner), met at the legislature in early April with **Minister of Forests, Doug Donaldson** to discuss our proposals and ideas for a vibrant, growing, sustainable forest industry. The meeting went very well and presently we are working on follow up meetings to move the agenda forward.

I also had a meeting with the **Premier John Horgan and his Deputy Don Wright** to discuss his comments in the media on tying timber to manufacturing to renew the social contract that was lost under the BC Liberals. The meeting was positive and helpful. I expect to follow up the conversation and the issue with Minister Donaldson in the near future.

First Nations Reconciliation

It is quite clear that our workplaces will continue to face changes as part of reconciliation with First Nations. Our lobby group is also working with **Scott Fraser, Minister of Indigenous Relations and Reconciliation**, as his support along with **Harry Bains, Minister of Labour**, is key to ensuring our members' rights are protected in the event that forest lands are involved in any settlement with a First Nations or other group. We also lobbied him on our desire for a review of land transfers stripped from workers over the last governments terms in office.

We met with Minister Fraser in early April; we sought and received support for a number of ideas in our Vision document.

We also stated our Union's desire to participate in reconciliation with First Nations groups as mandated by our new government and the Minister seemed eager to schedule more meetings with us in order to work on building those relationships.

Marine Harvest Canada Lobby

Our members' jobs at Marine Harvest Canada Inc. (which include many First Nations members)

President's Report (cont.)

have been under pressure from environmental groups and some First Nation groups for quite some time. These groups have been lobbying the Provincial Government to not renew fish farm licenses in the Broughton Archipelago. Environmentalists have partnered with a number of First Nation groups in the area of the Broughton, in their attempt to remove fish farming, yet there are many more First Nations groups that support the industry and are directly involved in the business.

To date there is no scientific evidence that farmed salmon are responsible for the reduction in wild salmon stocks. It should be noted that on the north coast the Stikine River has been shut down for all fishing this year, yet there are no farmed salmon sites anywhere near the north coast! Environmentalists somehow still draw conclusions that farming sites in the Broughton Archipelago in the mid coast are having a negative impact on wild salmon stocks, yet there is no scientific evidence of such a link.

As part of our lobby efforts, I joined with the CEO of Marine Harvest and others to ensure the aquaculture industry can grow and our members' jobs are protected. A recent meeting was held with **Premier Horgan** on this file which was very positive. Our own lobby group has also discussed the aquaculture issues with Ministers Fraser and Donaldson and will continue to do so at every opportunity.

While I have no doubt that some of our members believe that farmed salmon are having a negative impact on wild salmon, I would just ask that they carefully review the scientific studies on the subject.

LRB Review Panel Presentation

Our lobby groups discussion with **Harry Bains, Minister of Labour**, (a former Vice-President of USW Local 1-2171) have gone well so far. Minister Bains is keenly aware of our issues and in February struck a panel of three to review the Labour Code with input from all stakeholders including the ability for Unions and employers to make written submissions and present their proposals/ideas to the panel.

We are told that the panel report to the Minister

should be completed by August.

We were very happy to see Minister Bains appoint Sandra Banister Q.C. (our legal counsel) to the panel. While this may make finding available dates with Sandra on other legal matters even harder to schedule for the next number of months, the appointment is key as our lawyer is very aware of the problems facing workers in this Province and is keenly aware of the Labour Code problems that require fixing.

Along with Brothers Arnason and Macleod, I made a presentation to the LRB Review Panel on April 5th, with a focus on some key issues including:

- ◆ Successorship Rights
- ◆ Common Employer Designations
- ◆ Automatic Certification (card check) in Organizing
- ◆ Repealing the so-called employer "free speech" provision introduced by the BC Liberals, which is really the "right to intimidate workers" during organizing campaigns

We are hopeful that the panel will propose, and that government will act on, the important changes that organized labour needs in order to restore balance that our Labour Code has long needed.

Our Local's lobby group also met with Minister Bains in early April at the legislature to discuss the LRB Code review and pressed him to adopt the changes we have proposed. We also asked for his support in caucus for the changes we are seeking through Ministers Donaldson and Fraser.

In closing, I would like to point out that all of our lobby efforts are important to the membership and we have committed to stay actively involved with the Provincial Government in the coming months and years ahead.

Take care, be safe and have a great summer.

In Solidarity,
Brother Brian Butler

SOUTH ISLAND LOGGING REPORT

By Richard Arnason, 2nd Vice-President



The 2018 summer season is not only heating up with the weather but with the amount of grievances coming in. The substantial amount of money Local 1-1937 spends on arbitrations has not declined, so I am happy to report that our Legal and Arbitration Fund is very healthy.

With the economy doing well and log markets and lumber prices holding strong, the Interior United Steelworkers have started bargaining their next Collective Agreement. President Brian Butler is attending these Interior bargaining sessions in preparation for Local 1-1937 to start bargaining our next Collective Agreement in 2019.

Mount Sicker Timber (MST) has started operations for Teal Jones on TFL 46. We are dealing with outstanding grievances from Maverick and some current recall grievances with MST for the shop crew. In the middle of this Teal Jones has distanced themselves from their labour representatives FIR. This has created some uncertainty and possible grievances.

Many grievances are being scheduled for arbitration. These include the TimberWest non-union Crofton sort (South Island Logging Facility), all the bid contractors in Nanaimo Lakes, Harbour Sort, Star Lake contracting out log hauling, Kaatza for Ian Fraser, Best Managed surplus employees to name a few.

We recently had the Coastline Tech Change arbitration for the introduction of Tethered Equipment. We believe we did well at the hearing and are awaiting the Arbitrator's decision.

On June 25-26, 2018, Local 1-1937 has a Common Employer hearing at the Labour Board with Don Bahen of Coastline.

Gary Horsman of Forshner Brothers Trucking has breached yet another Settlement Agreement. Local 1-1937 is scheduling dates referring back to the Arbitrator for Forshner Brothers to pay Local 1-1937 a fine of \$35,000.00 plus pay for all of our legal costs associated with this referral. Forshner Brothers

will also have to comply with having their company books audited to determine what is owed to all employees that have not been paid correctly as per the Collective Agreement.

The Island Pacific Logging Group has many grievances being scheduled for Arbitration. Some of these include Timberstone forcing employees to take a mandatory lunch break. LN & Sons not paying overtime as per the Collective Agreement and changing the marshalling point and travel time. As well Jordan River Chemainus Division not posting job vacancies for a grader and tethered buncher.

We recently had meetings for the Jordan River Chemainus Division crew. Elections were held and full Camp and Safety committees were elected. We will be sending new committee members to courses for training and education. While it is great to see more members getting involved and elected onto these committees, there are still many operations without Union representation. I encourage members to get involved.

We are always asking for photos of members and crews to put in the newsletter. Don't hesitate to email work pictures with a brief description to me at rarnason@usw1-1937.ca

In Solidarity,
Brother Richard Arnason



SAD REALITY

By Pat Kinney, Financial Secretary



I am reporting this issue in respect of the loss of our sisters and brothers that passed during these winter months. Our heartfelt condolences go out to those family and friends that have been impacted by these unexpected losses. It is generally accepted there will always be some who pass, but this winter there has been an abnormally higher number who have passed. The reasons vary from health issues to accidental causes but there is no common thread that has caused the higher numbers. From September 2017 to June 2018 the number is 58 that we have been notified of and/or dealt with. The Local does not always receive notification of all retired members who have passed for a variety of reasons as some of the families will deal directly with the different agencies that need to be notified.

The notification of passing members comes from a variety of sources like employers, friends, and newspapers. When the Local does receive notification, we begin the process of making contact with the families to offer any assistance we can in these times of need and begin to notify the respective plans like the Pension Plan, BC Life, Pacific Blue Cross and American Income Life Insurance.

In most cases, it is a very simple process but can take many calls in order to finalize. The families are dealing with the immediate grieving process and feel that the process can be very difficult. Once we have made contact, the notifications required are the most important step. Once that is completed the remainder of the documents that need to be filled out is not time sensitive and we help out as much as possible. The various agencies involved also respect the grieving process of the families and help out as much as possible when the families

are ready.

In some circumstances, there are a number of issues that require more effort on our part in aiding the families. Most times this is due to a lack of information. This comes from members dealing with extensive paperwork that is required including change of addresses and contact information.

Beneficiaries and addresses are the most common errors we find and the process starts when a member is first hired or joins the Union. They receive numerous documents from the employer for sign up to the Union, Pension Plan, Health and Welfare Plan, Pacific Blue Cross, and MSP. In these forms, there are election of beneficiary forms as well. Most cases these are filled out correctly but are not kept up to date.

I have come across many members that, when they were first hired and were younger, had not started a family of their own and they put down their parents as the beneficiaries. When they passed, it was discovered that the beneficiary had also passed. These type of files would then have to go to an estate which prolongs payments and would be dealt with under probate and taxation.

Some members just have not declared a beneficiary. This can cause all kinds of complications with payment delays on any the benefits, or possibly benefits having to be forwarded to the estate of the deceased and/or legal battles to determine who is the rightful benefactor.

Incorrect addresses and contact information can cause similar problems on many levels but also create delays in receiving benefits and/or the possibility of not receiving the benefits at all.

SAD REALITY (cont.)

These are but a few examples of scenarios that occur and can cause a lot of undue stress.

The Local tries to mitigate some of this by sending out every year Membership Cards with option to change beneficiaries. This is specific to the Local's Death Benefit only. It is your responsibility to ensure that the other agencies are kept current of any changes that occur. The Local can be contacted in order to help with your specific circumstances. I urge those that need to update their information and haven't, to please do so. This will help out immensely to all

agencies involved and lessen the heartache and frustrations of your loved ones.

In Solidarity,
Brother Pat Kinney

ALBERNI AND BEYOND By Norm Macleod, 3rd Vice-President



On April 25, Brother Glen Cheetham was involved in a motor vehicle accident while on his way home from a pension board meeting in Vancouver. The incident took place on the Nanaimo By-Pass where Brother Cheetham passed a slow-moving Semi before an intersection on a green light. At the same time a RCMP vehicle ran a red light crossing in front of his vehicle. The T-Bone impact on the side of the RCMP vehicle was at highway speed and significant. While the accident was not his fault, Brother Cheetham suffered injuries that will take time to heal. He and the RCMP officer were lucky it was not more serious. We are all thinking of Brother Cheetham and wish him all the best in his recovery.

Brother Cheetham's servicing workload has been distributed to other Business Agents in the short term until we know how long his recovery may be. Brother Chris Cinkant has resumed servicing at the WFP Duke Point Sawmill, Brother Pat Kinney and I are involved in his negotiations with T-MAR and I have assumed his duties at WFP APD and the Coulson operations. All of his operational Committees have been made aware of his absence in order to ensure there is no membership issues that

will face too much delay.

Sub-Local Plant, Camp and Safety Committee elections in the former 1-85 area, which are usually completed by the end of May, will take a little longer to complete. I trust the members will have patience while a schedule is put together to hopefully have all elections completed by the end of June.

It has been a busy time this past spring, with Government Ministry meetings my fellow lobbyists and I have been involved in trying to ensure our issues are addressed by the new government.

It has been difficult to arrange meetings to deal with old issues we have in the Gold River area. We continue to wait for the Arbitrator's decision on third party health providers, such as Global, which we hope will be coming soon.

It is my hope that June is a wetter month than it historically is, because May was so dry, it will cause us nothing but problems in the woods if it carries on like this. Take care and have a safe summer.

In Solidarity,
Brother Norm Macleod

NORTH ISLAND REPORT

By Dan Jorgenson, Business Agent



The Union and Western Forest Products have come to an agreement over the technological change grievances at the three North Island sort yards. Instead of arbitrating three separate grievances there will be one grievance that includes all three.

Reductions in the workforce have been fairly dramatic. The Beaver Cove sort has gone from 28 members on the seniority list to 11 on the June 1, 2018, list. Quatsino sort has been reduced from 28 members on the seniority list down to 10. Port McNeill sort employed 20 members in 2016, and today it employs only 13.

WFP never introduced technological change when they reduced over 100 grades/categories of logs down to 25 by bundling the wood in the bush with a Bandit machine, which is not based on quality but on size. Once strapped with bundling wires, it is weighed and thrown into the water, opposed to laying it out on the sort yard, scaling it and sorting it according to quality. Hopefully the arbitrator will see how technological change has displaced our members and all will be offered severance packages as they should have been.

WFP arbitration lawyer Joe Shaw passed away unexpectedly this winter. Our sincere condolences to his family. His death has caused a back log of arbitrations. No one wants their arbitration shelved for even a short period of time, but it cannot be avoided in this instance. We are slowly getting new dates.

WFP Englewood Division gave notice that they are moving the Yarding and Loading, Grade and Dryland Sort back to a 5x2 shift but the Hauling and Shops will stay on an alternate shift. When we met with them, our response was that we disagreed and that the entire crew should be on 5x2. There will be many happy people to be back on 5x2 I am sure; the sort on the other hand will be losing people as it takes less people to run a 5x2 than it does a 6x3.

The company announced that instead of

harvesting over 800,000m³ at Englewood in 2018 that they will only harvest just over 500,000m³. They are in the first year of a 5-year plan.

The WFP North Island operations continue logging, they will log the other planets later. Holberg, Jeune Landing, Port McNeill and Quatsino Sort are working. Quatsino Sort, is sorting the wood from Holberg, Jeune landing and LeMare Lake logging in Mahatta River.

We settled an Article XXV grievance with TimberWest as they brought in a non-union contractor to build roads in the Bonanza Lake area. We settled in the Union's favour. It was a pleasure to sit across from men from a corporation that said "This is on us, we want to make it right", and then they did.

Newcastle still is not back to work at Mid Island although the company had some work for them at Head Bay.

Holbrook Dyson crew got into the block to build roads in the Nimpkish Valley in January but have only started hauling in May. I am sure they are happy to be back at it. Rumour mill is buzzing that WFP will be putting in a reload that the Holbrook Dyson crews will be hauling to.... Time will tell ... WFP hasn't.

Dyer continues to log at Mid-Island but the logging blocks are at high elevation; it has been a waiting game with the snow.

I am very pleased to report that the operations I service did not have any fatalities in the last 12 months. It is a good feeling to know that every member went home safely, as they should have.

In Solidarity,

Brother Dan Jorgenson

CINKANT REPORT

By Chris Cinkant, Business Agent and Safety Officer



Alternate Shifts & Fatigue

I use this title to point out the obvious connection and difficult work environment that our members now face in the forest industry. Alternate shifts have destroyed the quality of life for many of our members. There are 4x4 shifts in the logging sector, four shifts of 11.5 hours. There is also a 6x3 shift, six 8.5 hour days with three off. With all the rotating days off on either shift it is difficult to keep any sort of family schedule let alone deal with the fatigue.

Take ten-hour swing shifts in manufacturing for example: Dayshift is 5:00am-3:30pm and afternoon shift is 4:00pm-2:30am. In some cases dayshift is 6:00am-4:30pm and afternoon shift is 5:00pm-3:30 am.

The ten hour shifts alone, in a mill setting are difficult enough even if a worker manages to some how get enough sleep on a dayshift. Imagine working the 5:00pm-3:30am for two weeks every month. How does a worker fit in any sort of minimal rest to properly function in a production based, safety sensitive workplace? The answer is they don't get enough rest, so now fatigue is a factor at the worksite, in their social life and most critically, their family life.

Fatigue is proven to be a form of impairment. Unfortunately employers seem to ignore it as a valid factor in job performance, safety incidents or absenteeism.

Company policies demand workers be fit and unimpaired when coming to work, yet if a member calls in when fatigued or distracted by family stressors caused by alternate shifts, they risk receiving a warning letter if their absences become more than the workforce average.

Any incident at work that is the result of sleep fatigue seems to be ignored as just that, then in many cases the employers will use their drug and alcohol policy as a convenient investigation tool.

Overtime hours are now a major contributing factor, compounding the effects of fatigue on alternate shiftwork. Some members feel compelled to work the extra hours as there is pressure to keep the mill running because the workplace is undermanned.

Our members are invested in keeping our workplaces productive and successful. Unfortunately, to do so, workers are putting their health and safety at risk on these alternate shifts.

It is long past time that the employer chooses to recognize the plight of our members and families.

Health & Safety

It has been a frustrating year for our Safety Committees and our membership in general.

Companies continue to use Drug and Alcohol Policies to drive safety underground by using incident testing to apply blame instead of using an investigation to provide a solution to prevent a future incident. It has been stated before that near misses will remain unreported as no one wants to be put through the humiliating process of a drug test.

While employers are looking for any small sign or indicator of impairment, they continue to refuse to acknowledge the sleep deprivation and fatigue brought on by Alternate Shifting. Ten hour shifts among others are greatly affecting the health and wellbeing of our members.

Safety Committees are continually reporting in Joint H&S Meetings that workers are fatigued on the job and are worried about unsafe decisions in the workplace, due to the Alternate Shifting and the excessive overtime demands these shifts create. Employers respond that the shifts are here to stay and recommend you hydrate and better manage your home life to get more sleep.

The many issues with Alternate Shifts will be dealt with in the upcoming forest industry negotiations.

While our Safety Committees and activists continue to fight to keep us all safe at work, we should do our part to make sure they are getting all the information from the workplace and recognize it really is SAFETY FIRST and not just a convenient slogan used by some disingenuous Employers.

We seem to count the incidents and near misses but neglect to count the innumerable unknown accidents prevented by work done by our H&S Committees.

Thanks to all our Safety Activists for your hard work in a difficult job.

In Solidarity,

Brother Chris Cinkant



SOUTH ISLAND REVIEW

By Dusty Palmer, Business Agent



Certification Updates

School District #79

The School District always has several grievances at any one time. The issues are often to do with postings, members being put in motion due to changes in shift length or with dispute on lay-off/recall language. One grievance is at the lawyers waiting for arbitration dates regarding lay-off rights and one is being paid out \$1645.44 to be donated to the Cowichan Therapeutic Riding Association. Two of our new Stewards are participating in Level 1 Shop Stewards training and three experienced Stewards participated in our winter school courses Facing Management and Public Speaking. Education is key in developing skills.

Comox Valley Distribution

This transport company recently ratified a new five year contract with many improvements. I have taken over this certification from Rick Wangler who has retired. It has three depots: Victoria, Nanaimo and Campbell River. I have been in contact with all of the Stewards at each site and have met a multitude of the 80 members. Numerous issues have surfaced but nothing we have not been able to work out at this point. Looking forward to working with this group.

Playtime Casino: Campbell River

Last year the company came forward and proposed we open bargaining early as they had a dental plan they wanted to offer the members. They also put forward a similar proposal to the District 3, Local 2009 Gateway Casino which we were able to compare.

It would be a safe bet that many of the company's other casinos carry benefits under the same provider or that they were offered a deal if a large number of employees registered.

The catch to their offer was that they did not really want to open bargaining. They wanted to extend the current contract by 4 years in exchange for some dental benefits and low wage increases. Definitely not worth the trade for little improvement to the first ever collective agreement.

The company was not interested in receiving our

proposals, but ultimately agreed to view them. They then declined to open bargaining when they saw what the membership was looking for.

The contract expires in 2019. We will be giving notice to bargain in September of this year and Committee members are sure of what they would like to see changed now that their first contract is nearing expiration. We will be looking for significant wage increases and improved benefits for our members at this operation.

Cowichan Lake Education Centre

A new agreement was ratified by the members at the end of May. It was a long and trying ordeal that came very close to serving a strike notice. Members ended up with 10% over four years, new language for part-time employees to be entitled to bereavement leave and jury duty, an increase in RRSP's, new language on hours of work, new kitchen mats and some positive language change.

C & C Lath Mill

When the company hired the junior employee to fill the assistant to the saw filer, I immediately had 6 senior applicants crowding into my office and a grievance was launched. No one had been asked to demonstrate or list their skills and abilities. After one meeting with the HR manager, it was refreshing to have him rectify the situation by having each applicant submit and discuss the relevant skills they held with due consideration given to seniority. A new candidate was selected through a proper process.

Work safe and have a great summer.

In Solidarity,

Sister Dusty Palmer



PORT MCNEILL REPORT

By Shelley Siemens, Business Agent



There is Strength in Solidarity and Unity

For the past few months I have been busy either putting contract demands together with Bargaining Committees or at the table bargaining along side them to get a fair deal.

I am extremely proud of everyone's dedication and commitment and their contribution that they bring in every different way to the table. This is what it takes to be successful in bargaining, a really good team effort that genuinely believes in what they are doing for the members. It reaffirms the importance of sticking together and standing up for what is right and fair and how there is strength in Solidarity and Unity. They are no doubt proud and caring Steelworkers, and I am really enjoying bargaining with them.

Building Power Through Education.

For the past quarter we have continued to Educate the members through the New Members Course and just recently we have 30 more Shop Stewards that received Certificates on June 1st, 2018. I want to hit home to you

when I say it is extremely important to take advantage of opportunities for education. If you do not know your rights at work, there is a good chance that violations or errors may slip past you without you even knowing, because you will not recognize them as being such. You could lose out on wages and benefits without even knowing it. Participate in available courses, gain more knowledge, build a stronger Union in your workplace, and you will find that gradually the operation will start functioning as it is supposed to once they realize they are being held to the contract.

A troubling trend that has been surfacing in our courses, is that there is a large amount of harassment happening in the workplace. If you are being harassed at work, please make sure you address this to your Health and Safety Committee and to your employer. It is your right to have a harassment free work environment and your employer is obligated by law to provide you with that. Many operations have a policy in place to follow if harassment arises, or your Collective Agreement may have an article that



Shop Steward Training , Level 1 Course May 31 - June 1, 2018. Business Agent Shelley Siemens and 1st Vice -President Rick Nelson instructed.

Port McNeill (Cont.)

covers it. If your worksite is failing to provide a workplace free of harassment or bullying, you can file a grievance and contact WorkSafe BC to investigate and ensure all policies are being followed. WorkSafe BC will give recommendation to the employer on what, if anything is required to remedy the situation.

If you have neither a policy or language in your Collective Agreement on how to deal with harassment/bullying, your employer will be requested to provide policy and procedure.

(Below is the information and link to the Procedure for employers taken from Worksafe BC website.)

<https://www.worksafebc.com/en/health-safety/hazards-exposures/bullying-harassment>

Procedures for Employers

Employers must implement procedures for responding to reports or incidents of bullying and harassment. The procedures must ensure a reasonable response to the report or incident and aim to fully address the incident and ensure that bullying and harassment is prevented or minimized in the future.

Developing and implementing procedures for how the employer will deal with incidents or reports of workplace bullying and harassment must include the following:

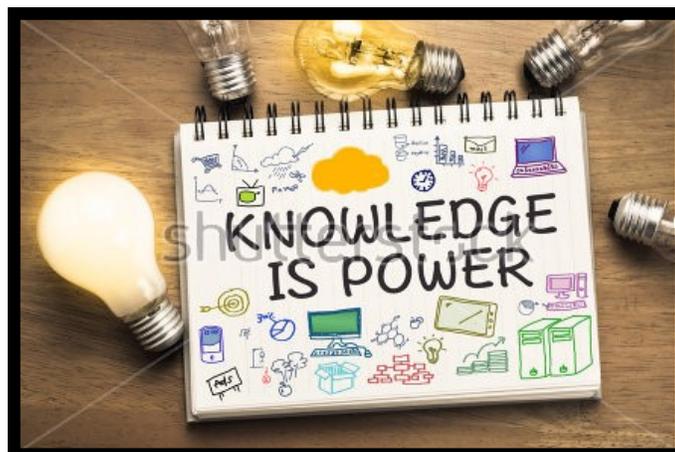
- How and when investigations will be conducted
 - What will be included in the investigation
 - The roles and responsibilities of employers, supervisors, workers, and others (such as investigators, witnesses, or union representatives)
 - Follow-up to the investigation (description of corrective actions, time frame, dealing with adverse symptoms, etc.)
 - Record-keeping requirements
- In addition to establishing procedures, employers are responsible for ensuring they are followed

Workers are expected to cooperate with investigators and provide any details of acts of bullying or harassment they have experienced or witnessed.

If you would like to learn more on Health and Safety and are a safety representative, please notify your Business Agent and we can work on getting you into the next Health and Safety course.

In Solidarity,

Sister Shelley Siemens



ORGANIZING IN DEASE LAKE

By Clint Brooks, Executive Board Member and Organizer



At the small airport in the remote town of Dease Lake in northern BC, Local 1-1937 2nd Vice President Richard Arnason and District 3 Lead Organizer Alvin Lukinchuk spent three cold weeks in November 2016 initiating the Red Chris Mine organizing drive. The plan was to have the mine employees sign Union cards as they passed through the airport, travelling to and from work. As it turned out, a large portion

couldn't garner the support needed to apply to the Board for a certification vote. We heard complaints from employees that there was hesitation to engage with us due to the placement of company security cameras watching all areas where we were allowed to conduct our organizing efforts. Those security cameras would prove to work against the company's interests.



Organizer Clint Brooks at the entrance to the Red Chris Mine Site

After leaving the camp in November, we applied for a second Access Order along with an "Unfair Labour Practice" complaint in regards to the security cameras. We argued that the cameras were nullifying the employees' rights to privacy and freedom of association, as well as impairing the principle of equality of access on employer property. To our favour, the second Access Order was approved. We were granted two more one-week visits inside the camp, this time with the security cameras having to be disabled.

Once again, the company would successfully impair our organizing efforts. Through three appeals of the Board's decision to grant us a second Access Order, they delayed our return to the camp until April 2018, after all our signed Union cards would lapse past their ninety day expiration dates.

of the mine employees were locals who would not pass through the airport; many of them being First Nations of the local Tahltan Tribe. Those who did travel through the airport were hesitant to engage with the organizers, as the employees were consistently accompanied by company security and staff.

A new strategy was devised.

With the success of an Access Order Application made to the BC Labour Relations Board, Alvin Lukinchuk and myself gained access to the Red Chris Mines camp. The order was granted for November 2017, a year after the visits to the Dease Lake Airport. The order consisted of two one-week stays in the Red Chris Mine camp. We were housed in the camp with the miners and allotted specific social areas where we could conduct our organizing activities.

In spite of having to start from scratch, our April visits followed by some email and phone call campaigning the week after would secure us the number of signed Union cards needed to make an application to the Board for a Union certification vote. Not wanting to risk having any of the Union cards start expiring again, we made a timely application to the Labour Board on May 13, 2018.

Despite having better success getting Union cards signed from within the camp, we still

The minimum number of signed Union cards needed to grant a certification vote is 45% of the number of employees in the proposed bargaining unit. You want to sign as many as possible prior to a vote. The vote must pass by at least 50%+1 in favor of joining the Union to be successful. From what information we could gather, we estimated the size of the bargaining unit we were targeting to be between 300 and

Dease Lake (Cont.)

340 employees.

At a Board hearing in Vancouver, with the help of a payroll audit and some clarification from the Union on the organization of the mines departments and who should belong in the proposed bargaining unit, the Board would have



Clint Brooks working on the Organizing campaign inside the Red Chris Mine

more of the pertinent information required to make an informed decision.

Because the hearing was held on the day before the May long weekend, it wouldn't be until after the long weekend that we would find out if we made threshold. To be timely, certification votes are generally held within ten days of the date an application being made. In regards to that, at the hearing we asked the Board to schedule polling dates to proceed as we awaited the Board's decision. The Board agreed that the vote should proceed and scheduled polling for the dates of May 20th and May 25th. Because of the remote location of the mine, and the fact the employees hail from across a vast geographical area, we also requested successfully for the polls to be conducted on site in the mines camp.

Over the May long weekend, I travelled to and from the Red Chris Mine, which is approximately a four-five hour drive north of Smithers. There I scrutinized the first day of

voting. As we did not know if threshold would be met, all ballots were required to be double sealed in two envelopes. The outer envelope signed with the name of who cast that ballot, the inner envelope unmarked. This unusual method of voting will allow us to later challenge any votes we believe did not have a right to be cast.

On May 23rd, we received word from the Board that we had been successful in making threshold, with a tentative list of 332 employees being in the proposed bargaining unit.

The following day I travelled back up north to scrutinize the second day of polling.

The voting had a moderate turnout. A total of 271 ballots were cast, 232 of which originated from the tentative list of 332 employees for the proposed bargaining unit, and another 39 that were not from the list.

We are currently waiting for a new Board hearing date to be scheduled for vote challenges to be made. We have concerns about a number of the ballots that were cast and plan to challenge them. Ballots we believe were cast by supervisors and others who are not part of the proposed bargaining unit, who have no interest in seeing the Union succeed.

Once all challenges have been resolved, all of the signed outer envelopes will be removed from the accepted ballots and destroyed. The ballots, now only sealed within their inner unmarked envelopes, will be thoroughly mixed to maintain voter confidentiality. The ballots will then be opened and counted.

With much hope, we now wait.

In Solidarity,
Brother Clint Brooks

Beer & Burger Fundraiser July 8, 2018 By Tanis Royal, Shop Steward



In the last newsletter the Women of Steel Committee announced our participation in a Cowichan Valley Habitat for Humanity house build. We have put a team together and will be working on house construction July 7th, 2018.

We are holding a **Beer and Burger night July 8, with a silent auction at the Best Western Cowichan Valley Inn (the CVI) located at 6474 Trans-Canada Highway.** Fifty percent of the proceeds will be put towards material for the house build, the other 50% goes to the CVI to pay for cost.

The time is 3pm-6pm and tickets are \$20.00 each for either a beer or a wine with either a chicken, beef or a veggie burger.

Please come on down and join us in raising funds for a great cause in our community in Duncan. You can also have some fun and bid on silent auction items. Some items that will be available for purchase are a fishing charter that Sister Sandra Wilson had donated, artwork from Kevin Finley which features West Coast Vancouver Island, and I am putting in a

snowboard package.

If you would like to donate any items to the silent auction you can drop them off at the Duncan Union Hall, at 351 Brae Road and ask for Sister Dusty Palmer who will collect and store the items for auction.

Hope to see you at the CVI. Have a safe and fun summer.

In Solidarity,
Sister Tanis Royal



Log scaler at Quatsino Dryland Sort



Gillian Tew, WOS Co-Chair
fundraising

WOMAN'S HISTORY MONTH

By Dusty Palmer, Editor



March was Women's History Month which honours females' efforts in creating change worldwide. Contributions of women to society were celebrated over the month.



Here are some inspirational quotes to appreciate from women to celebrate women:

"The success of every woman should be the inspiration to another. We should raise each other up. Make sure you're very courageous: be strong, be extremely kind, and above all be humble."

Serena Williams

"The question isn't who's going to let me; it's who is going to stop me."

Ann Rand

"Be thankful for what you have; you'll end up having more. If you concentrate on what you don't have, you will never, ever have enough."

Oprah Winfrey

"I have learned over the years that when one's mind is made up, this diminishes fear; knowing what must be done does away with fear."

Rosa Parks

"There are still many causes worth sacrificing for, so much history yet to be made."

Michelle Obama

"Power to me is the ability to make a change in a positive way."

Victoria Justice

"I never dreamed about success. I worked for it."

Estee Lauder

"If you aren't making mistakes, then you're not making decisions."

Catherine Cook

"Nothing is impossible, the word itself says 'I'm possible!'"

Audrey Hepburn

"When women and girls are empowered to participate fully in society, everyone benefits."

Melinda Gates

"Whenever one person stands up and says, 'Wait a minute, this is wrong,' it helps other people do the same."

Gloria Steinem

"All great achievements require time"

Maya Angelou

Women of Steel are activists, bus drivers, log scalers, custodians, millworkers and leaders to mention a few. No dream is too big. We can change history.

Be an advocate for the women in your lives and in your community. The USW Local 1-1937 is dedicated to empowering women within our Union. The Women of Steel Committee mentors, promotes equality and activism and speaks out for those who have no voice. By providing motivation and education we are offering a powerful way to overcome barriers and help change lives.

Keep moving forward. Fight for solidarity.



MEMORIAL GAZEBO AT WOSS

By Dan Jorgenson, Business Agent



In December 2017, I received an email from Pat English. He is the manager of Economic Development for the Regional District of Mount Waddington. The purpose of his email was to inform us that there was a desire to build a Gazebo in Woss and to solicit funds in the form of a donation.

The Gazebo will feature two outer panels with historical information about logging in the Nimpkish Valley and two inner panels that will commemorate the men and women who have been killed in logging related accidents in the valley.

At the last Executive Board Meeting, a motion was passed that the Local donate \$10,000.00 to the construction of this Gazebo. The cheque presentation was made on the 27th of April by USW 1-1937 Recording Secretary Chris Cinkant, Business Agent Shelley Siemens and

Safety Director Jack Miller. It was published in the North Island Newspaper the following week. This must have embarrassed WFP, as I read in "The Eagle" that WFP upped the \$7500.00 they originally donated, to \$10,000.00. I didn't know a corporation could be so moved with pride.

The Memorial Gazebo will honour our fallen brothers and sisters in the Nimpkish Valley and the Local is very pleased to assist with a donation towards its construction. If you have any information on members killed while working in the Nimpkish Valley, you can call Pat English at **1-250-956-3301**. I am sure he will appreciate it.

In Solidarity,

Brother Dan Jorgenson



Brother Dan Jorgenson (centre) speaking at the Day of Mourning Ceremony in Woss. He spoke in memory of Brothers Jacob Galeazzi, Roland Gaudet and Clem Reti who lost their lives in the tragic train derailment April 20, 2017.

INJURED AT WORK

Harrison O'Leary Lawyers LLP

Report Report Report

We can never say this too often: If you have an injury at work or if you start to develop pain or symptoms that you think are from your work activities, **you MUST report it to first aid and you should also file a WCB claim.** Too often we hear workers say, "Well I had two weeks vacation coming up" or "I thought if I just iced and rested it over the weekend, it would get better on its own."

If you have not reported it and it develops into something serious later on, you may not be able to prove how it happened or when the symptoms started, or you may be out of time. You do not have to miss time from work in order to file a claim. When in doubt, report! I have seen literally hundreds of workers who lost out on benefits, healthcare and pensions because they didn't report their injury.

There are two deadlines you have to meet: you have to file a claim with the WCB within one year BUT, you must also tell the employer "**as soon as practicable.**" If you don't tell your employer for several weeks, months or even just days, the WCB may say that you have failed to meet the requirement of informing your employer, and they may deny your claim. This is really important.

It is illegal for your employer to try to force you not to report!

Employers are interested in keeping the WCB rates down, and so bad employers may try to persuade or coerce you not to file a claim, in order to save the company money. But it is illegal for the employer to threaten punishment, or to discriminate against you for filing a claim or for warning about an unsafe workplace. The following actions against workers, for exercising their rights, are expressly prohibited by s. 150 of the Workers' Compensation Act.

- Suspension, lay-off or dismissal,

- Demotion or loss of opportunity for promotion
- Transfer of duties, change of location of workplace, reduction in wages or change in working hours,
- Coercion or intimidation,
- Imposition of any discipline, reprimand or other penalty, and
- The discontinuation or elimination of the job of the worker.

So always report. If you don't report, or if you wait too long to report, you may never be able to get Workers' Compensation coverage for an injury or disease that was caused by your work.

Reporting to the WCB

The WCB has a system that allows injured workers to call a toll-free number and talk to a WCB employee who fills out the claim form for you. All too commonly we see Teleclaim forms which have been improperly filled out and which do NOT reflect what the worker says she/he told the Teleclaim clerk. If you want to fill out your own claim form you can get the Form 6, Application for Compensation online at:

<https://www.worksafefbc.com/en/resources/claims/forms/application-for-compensation-and-report-of-injury-or-occupational-disease-form-6?lang=en>

Always err on the side of caution when dealing with the WCB. If you question what they tell you talk to your Union or the WorkSafe BC Advisors Office. It may save you a lot of grief later on.

To read more of this article please go to the Local's website at www.usw1-1937.ca



LOCAL 1-1937 RETIREES

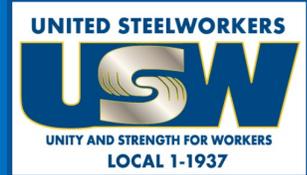
MARCH 6, 2018 - MAY 31, 2018



Bennett, Rick S	The Teal-Jones Group - Honeymoon Bay Operation
Caplette, Judy L	Town Of Lake Cowichan
Carlson, Chris E	Western Forest Products Inc. - Englewood
Da Ponte, Nelson	MacCarthy Motors Ltd. (Terrace)
Dick, Robert	Husby Forest Products Ltd.
Dill, Ralph	Western Forest Products Inc. - Mid Island Forest
Docherty, Albert John	Island Timberlands - Northwest Bay
Gareau, Joseph Dino	Olympic Log Sort Ltd.
Glendinning, Allan A	Western Forest Products Inc. - Jeune Landing
Gravel, Daniel Edgar	Lemare Lake Logging Ltd.
Hutchinson, Fred Charles	Western Forest Products Inc. - Englewood
James, Robert W	School District #79 - Cowichan Valley
Jensen, Brian	Irwin Installations Ltd.
Johnstone, Robert Jr.	Terminal Forest Products Ltd. - Langdale
Kirk, Jim Jasbir	Terminal Forest Products Ltd. - Terminal Sawmill
Labelle, Michel P	Western Forest Products Inc. - Englewood
Lajeunesse, Timothy Edward	Franklin Forest Products Ltd.
Lowery, Kenneth Albert	Western Forest Products Inc. - Alberni Pacific Division
Morey, David H	Western Forest Products Inc. - Englewood
Pridham, Darcy	Cowichan Petroleum Sales
Rukin, Robert J	Western Forest Products Inc. - Englewood
Ryan, Terrance Gus	Cowichan Valley Regional District
Sandhu, Makhan Singh	Terminal Forest Products Ltd. - Terminal Sawmill
Stockhausen, Thomas K	Western Forest Products Inc. - Saltair Sawmill Division
Supernak, Randall B	Western Forest Products Inc. - Englewood
Tatton, William F	Western Forest Products Inc. - Englewood
Tressel, Sheila	Comox Valley Regional District
Trombley, Chris L	Western Forest Products Inc. - Chemainus Sawmill
Walker, Barrie William	Western Forest Products Inc. - Englewood
Zutz, Terry Trevor	Mt. Sicker Lumber Company - Alberni
Zwicker, Stan	Stan Zwicker Contracting Ltd.

Local 1-1937 Wishes You All The Best in Your Retirement

Local Annual Delegated Meeting April 2018



Front L-R; Steven Ralph, Shop Mechanic and Safety Rep;
Sandra Wilson, Log Scaler, Safety Rep and Camp Secretary



L-R: Gillian Tew, Trustee; Bob Finch Steward; Keary
Henning, Chair at CBS; Dan McGonigle, Steward

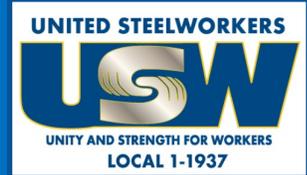


Centre: Jason Cox, Executive Board Member



Centre: Chris Cinkant, Business Agent

Local Annual Delegated Meeting April 2018



L-R: Pat Kinney, Financial Secretary; Harry Bains, Minister of Labour; and Brian Butler, President



Centre: Tanis Royal, Steward/WOS



L-R: Brian Butler, President; Pat Kinney, Financial Secretary; Bill Routley, who conducted nominations/elections for the Local



Centre: Steve Hunt, District 3 Director

Local Annual Delegated Meeting April 2018



L-R: Bill Routley, Retired MLA; Tom McNulty, Chair at Duke Point Sawmill

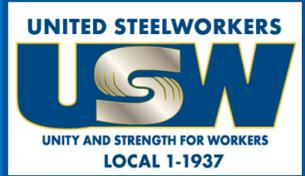


L-R: Sandra Banister, Legal Counsel and Jonathan Hanvelt, Legal Counsel



Delegates at the 10th Annual Delegated Meeting for USW Local 1-1937

MEMBER PHOTOS 2018



Christine Foster, working at Noboco Styro Containers



Greg Hawkins, Excavator Operator, Northwest Bay



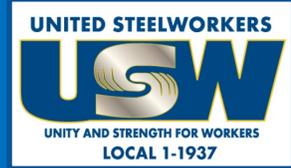
Neil Litchfield, CVRD Wastewater Treatment Plant



Bert Steen, Faller at Island Timberlands

MEMBER PHOTOS

2018



Dale Raga, Northwest Bay Operation



Dean Tait, new Executive Board Member, Area 2



L-R: Pat Kinney, Financial Secretary and Rick Nelson 1st Vice -President



Andy Rogers, new Executive Board Member, Area 13

MEMBER PHOTOS

2018



Wayne Mangelsen, Garbage Truck Operator for the Town of Lake Cowichan



Front L-R: Administrative Staff Jodie Morgan and Cindy Melvin. Back: Nathan Bond, new Executive Board Member, Area 1



L-R: Saltair Sawmill Kiln Crew Dan Gabrielson, Rahul Kapila, Marc Tinney, Mark Smith and Robin Murray



Garry Waddington, Electrician at Saltair Sawmill

MEMBER PHOTOS

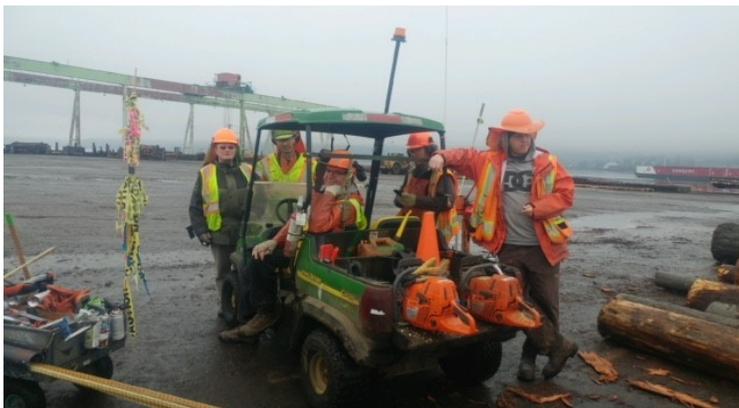
2018



WFP Duke Point Sawmill Division, \$4 Million Cyclone



Upgrade to employee bathrooms, priceless



Shoal Island Log Sort crew



Candace Kitagawa, Public Works Office Assistant,
Town of Lake Cowichan

MENTAL HEALTH AWARENESS

By vancouverislandcounselling.com



The Canadian Mental Health Association of B.C. has identified a week in May that focuses on raising awareness about mental health. But what is mental health? Is it just “being in a good mood, cheerful and optimistic?” or “not feeling down and blue?” There is a wide range between these two extremes and mental health means much more than that.

In fact, mental health encompasses those situations where people are experiencing severe and chronic situations of distress such as suicide for example or psychosis, when a person is hallucinating, but also those situations where people are just not “unhappy” but definitely not “happy”, i.e. a job/relationship or situation that is unfulfilling.

The Canadian Mental Health Association has listed 6 elements of overall good mental health on their website. Freedom from anxiety or fear; attaining personal potential; enjoyment of life; contribution to society; sense of belongingness or community; and resilience or resourcefulness.

The Canadian Centre for Occupational Health and Safety (CCOHS) has also recognized the importance of sound mental health at work. Statistics show that a mentally healthy employee is a happy, productive employee, which cuts down on workplace absenteeism, helps to increase production at work and build teams and reduces safety risks and cuts down on productivity loss by literally billions of dollars per year, according to studies, such as the above. A mentally healthy employee is far less likely to abuse substances or skip work, just as a depressed worker is far more likely to be inattentive to potentially dangerous situations and far less likely to be

fully productive.

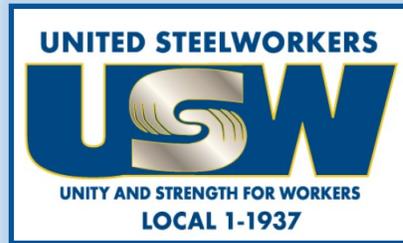
The CCOHS has also listed ten general tips on their website for good mental health which include:

1. Build confidence – by accepting weakness and building on strengths
2. Eating right, keeping fit and getting enough sleep
3. Making time for family and friends
4. Giving, but also being able to accept, support
5. Creating a meaningful budget – i.e. taking care of business, especially financial concerns
6. Volunteering
7. Managing stress
8. Finding strength in numbers – connecting with others who may be going through similar experiences as yourself
9. Identifying and dealing with moods
10. Learning to be at peace with yourself

Perhaps you might choose to... do one or more things this month that will support your well-being

- What would you say you are currently doing that protects and develops your emotional and mental well-being?
- What one thing might you consider spending more time and energy doing to build mental health resiliency and distress tolerance?





*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.*