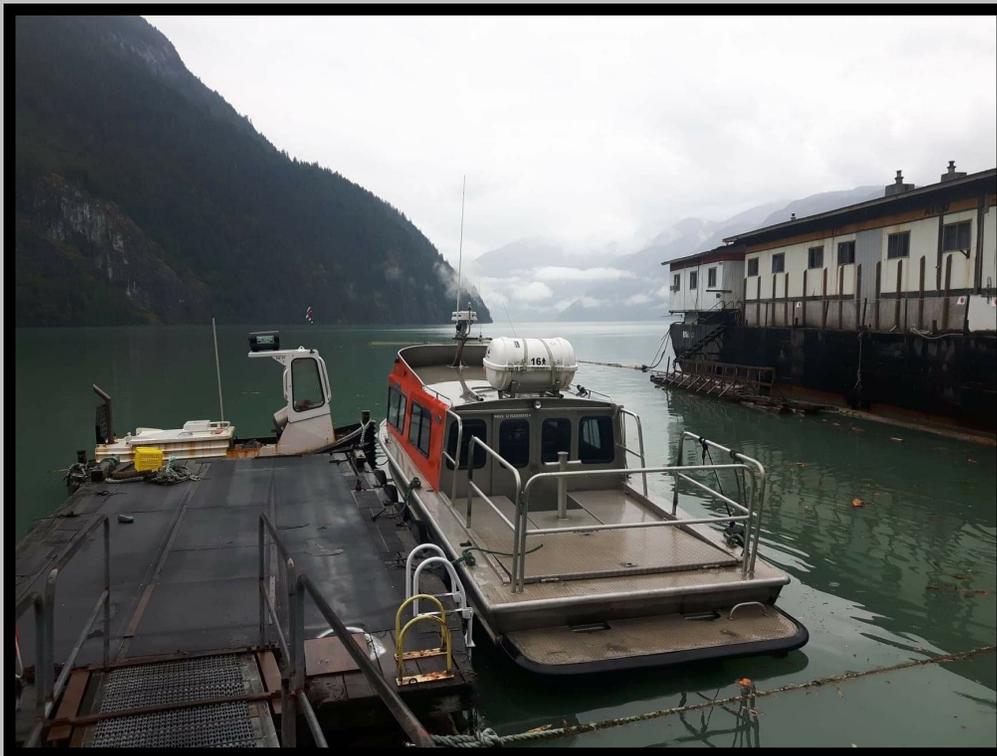


SOLIDARITY NEWS

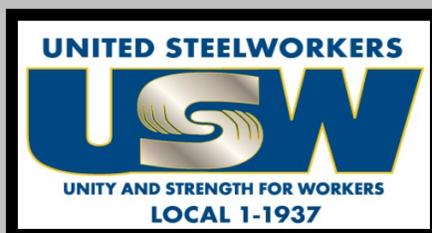
OFFICIAL PUBLICATION OF USW LOCAL 1-1937

DECEMBER 2018



The 22-room Brem River barge, Barco, also known as the Ghetto, is anchored in Toba Inlet. The crew boat in the photo transports up to 12 workers at a time for Waddington Logging. Most of the logging in this area is done by hoe chucking, as opposed to conventional logging. The crew will be in camp until the 19th of December, unless they are snowed out.

Photo and Details by Tony Petula, Executive Board Member, Area 5



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

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



EFAP

Employee and Family Assistance
Program

Contact Numbers

Duncan	250-746-6900
Nanaimo	250-754-8222
Comox	250-338-4533
Mainland	1-877-746-6911
Campbell River	250-287-2266
Port McNeill	250-956-3144
Port Hardy	250-956-3144
Port Alberni	250-723-7001
Powell River	604-485-2800

Mission Statement

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



Creating healthy employees,
families, and communities.

PRESIDENT'S REPORT

By Brian Butler, President



As this is the last edition of the Solidarity News before the end of the year, I wish all Local 1-1937 members and their families a very Merry Christmas and a happy healthy and safe new year.

Forest Industry Bargaining

At the time of this writing both the Northern Interior and Southern Interior Local Unions have been involved in bargaining and mediation for a new collective agreement.

The Northern Interior Local 1-2017 received a 93% strike mandate from its membership prior to mediation breaking down with the Council of Northern Interior Forest Employer Relations (CONIFER). The Local called for an overtime ban followed by rotating one-day shutdowns of operations. In addition, there are three Canfor operations (known as the Orphans) as well as a West Fraser operation that were excluded from USW/CONIFER bargaining, and Local 1-2017 has been trying to get them to the bargaining table. I am advised that Canfor and West Fraser have been stalling.

When bargaining ended and mediation started for the three Southern Interior Locals, Local 1-2017 in the North suspended its job action pending the outcome. Mediation started November 13th, but seeing no movement from the Interior Forest Labour Relations Association (IFLRA), the Union booked the mediator out by Friday November 16th. The IFLRA maintained concessionary proposals through bargaining and mediation and have only offered a long-term agreement with little in the way of monetary or other improvements. With record profits this year the IFLRA, like CONIFER, appears to not want to share those profits with USW members who made it possible.

Employers in the Northern and the Southern Interior have announced layoffs, some temporary and some permanent. We believe the announced permanent shutdowns are due to fibre shortages created by a decreasing supply of pine beetle logs. It is well known that the Interior forest industry is continuing to downsize due to the decrease in log supply. However, this does not mean the remaining industry is not profitable and unable to agree to compensate its workforce fairly under a new collective agreement. The temporary layoffs are being viewed by many as typical in a bargaining environment when companies

want to signal that they are not as profitable as their balance sheets show they are.

I would like to note that the issue of long-term log supply does not exist on the Coast, where we believe companies have a healthy log supply as well as a government that is now working with us on ways to drastically reduce log exports making even more logs available for manufacturing. The markets for forest products on the Coast continue to be strong over the last number of years. The Coast industry remains profitable and able to fairly compensate its workforce in upcoming bargaining. Employers on the Coast should be aware that after a lengthy five (5) year labour agreement there are significant and pent up issues that will need to be addressed in our upcoming bargaining including the need for companies to respect its workforce in a variety of ways.

We continue to move forward in preparation for bargaining in 2019. We have completed the membership survey over ranking issues that members would like addressed in the next round of bargaining. Early results show members' key priorities lie in improvements to wages and benefits including the pension plan as well as eliminating a company's current right to unilaterally impose alternate shift schedules.

On a communications front beyond our website and facebook sites, we hope to have a new mass texting program in place in 2019 for those members who want instant communication for all bargaining updates. Many of you gave us your cell numbers for this purpose as part of our survey but if you want text message bargaining updates this coming year, please contact your Local Union office.

We are continuing to hold area meetings to receive contract resolutions directly from the membership. Meetings have been completed in Port Alberni, Port McNeill, Campbell River, Duncan, Powell River, Gibsons, Terrace and Haida Gwaii with a meeting yet to come in Burnaby. All resolutions will be forwarded to our delegated Wage & Contract Conference being held February 28th, in Nanaimo.

Lobby Efforts Continue

Your Local Union continues to press the BC Government to address serious issues that affect our members such as the lack of succession when tenure is transferred or sold as well as when Bill 13

President's Report (cont.)



contracts are flipped between companies.

With more and more tenure transactions happening and a history of workers losing rights in those transactions, it is extremely important that this government do the right thing and protect those rights. We continue to be hopeful that workers will gain those rights in legislation.

Following meetings with government over needed Labour Code changes, we also met with Green Party representatives to discuss the recent Labour Code Review Panel Report and the need to have card check (automatic certification) when the majority of workers sign a card joining the Union. Along with the government, the Green Party's support for workers' rights is very important in the current formation of the provincial government, so we felt it was important for them to understand the real issues that affect workers in the workplace.

Currently, workers have to sign a card indicating their desire to have the Union represent them in collective bargaining with their employer. Then, when the Union with the majority of workers signed up makes application to the Labour Board to certify the Union as the bargaining agent, the workers are forced to vote again 10 days later in a secret ballot vote. The problem is that during that ten (10) day period and often time before applications are even made, intimidation tactics follow from employers including threats of job loss if workers vote to

become Union members. This is patently unfair and leads to many organizing campaigns stalling out. *Hint:* It's why they do it.

Over the years, I have heard many wild (and illegal) accusations made by employers to employees prior to and during this 10-day period including; Union dues are \$500 per month!! In one case the employer told workers that; the Union forces you to take drug tests!! These obvious lies are threatening to workers, have a serious impact on an organizing campaign, and should never be tolerated.

The Labour Code Review Panel, to which your Local Union made a presentation, has made recommendations to government to fix the process but the report does not go far enough to protect workers' rights in our opinion. It falls short of reintroducing a process for automatic certification when the majority of workers desire the Union to represent them. In Canada it is every worker's right to join a Union. They should not be unfairly intimidated when making their decision to sign a membership card for any Union. We hope the new year brings workers that right.

Merry Christmas and Happy New Year.

In Solidarity,

Brother Brian Butler



Log boom prep work at Jordan River, Vancouver Island.

SOUTH ISLAND LOGGING REPORT

By Richard Arnason, 2nd Vice-President



The tragic loss of Ian Fraser is still embedded in my memory and with the winter season upon us, I remind everyone to be extra cautious during periods of heavy rain. Winter snow is also a concern especially when log truck drivers are struggling or putting on chains to get to the loader let alone to get out of the bush. When the winter conditions are questionable, ask yourself if getting that load is worth getting injured or losing your life? I would bet your families don't think it is and would rather you went home safe!!

Currently we are still waiting for Vince Ready to provide clarification on the cancellation of the Cowichan Revitalization Agreement and the Labour Board's decision on the Common Employer application for Coastline Forestry.

Local 1-1937 is in the process of a Wage Rate Determination for steep slope and tethered equipment. We have had onsite tours and gathered information. We are currently collecting information from operators and will be meeting with some crews as a part of the process in the near future.

At present, we have several grievances with Teal-Jones for contracting out heli wood, grade work and falling.

Mount Sicker Honeymoon Bay Operation has grievances for failure to recall shop personnel, non-union shop personnel and not paying fallers as per the Collective Agreement which are all referred to arbitration and currently scheduling dates.

It's official TimberWest and Island Timberlands have merged. This merge of **TW** and **IT** creates the acronym **TWIT**. While we have not experienced a lot of change so far at the Local level there has been a blend and change at the **TWIT** management level.

A **TWIT** contractor, Don Bahen of Coastline Forestry will be exiting the former TimberWest Honeymoon Bay Operation to replace Wolf Lake Logging which is exiting the Nanaimo Lakes Operation to focus more on his operations in the Mid-Island and Oyster River areas. Gordon River Contracting is expected to take over the Coastline Forestry Honeymoon Bay Operation. Part of the process for these contractors to exit or change divisions is updated seniority lists must be submitted to Local 1-1937. These seniority lists are extremely important as some **TWIT** contractors like to pick and choose employees to have incorrect seniority dates and get randomly placed in the wrong division resulting in incorrect seniority entitlements. We are currently dealing with Don Bahen on several incorrect seniority lists where he has given incorrect seniority dates and

members listed in the wrong divisions. Be assured, we are completely prepared to proceed to arbitration to have these seniority lists corrected.

Kaatza has also let it be known they have lost interest in being a **TWIT** contractor and are exiting the Honeymoon Bay Operation to focus more on their interests in the Port Alberni Franklin Division.

We have recently been successful in resolving several grievances with the IPL group. While we have several more to resolve, Lyle Newton has recently met with camp Chairman Larry Zorisky in an effort to try and improve labour relations and reduce the amount of grievances. I encourage Larry and Lyle to continue meeting to improve relations and resolve grievances at the operation level.

Previously I have reported on our Organizing efforts at Red Chris Mine in the Northwest part of BC. Local 1-1937 applied for certification at the Labour Board and a vote was held on the mine site. Unfortunately, the Company, Imperial Metals, made appeals at the Labour Board which excluded employees in several departments from the certification application and delayed the process to count the ballots. After much delay, the ballots were counted at the Labour Board in Vancouver where we unfortunately **lost by 1 vote**. Local 1-1937 and USW District 3 have directed our legal counsel to appeal the Board's decision to exclude the 3 departments and have them added back into the certification. This will allow these votes to be counted which may add to the positive votes and change the outcome allowing the operation to be certified to Local 1-1937.

As many of you know, 2019 is a contract year for most operations. I am pleased to be on the Bargaining Committee to assist in negotiating the next Collective Agreement. Aside from increased wages and benefits, my biggest issue to address will be eliminating alternate shifts including the 4 X 10 shift that Star Lake is currently using. As many, if not all have experienced these unsafe alternate shifts, I encourage the membership to stand strong and united to achieve eliminating them from the Collective Agreement. In closing, I remind everyone to be safe on and off the job. Merry Christmas and a Happy New Year to all and enjoy the Holiday Season.

In Solidarity,

Brother Richard Arnason

HOMELESSNESS TOUCHING OUR LOCAL

By Pat Kinney, Financial Secretary



The very social issue of homelessness is something our communities are faced with in an ever increasing proportion. We have recently seen the plight of the issues in Vancouver, Victoria, and Nanaimo. Some would consider homelessness to be a metro-type issue but it also being seen in our smaller communities. Our Local has been dealing with peripheral issues that flow from the homeless and less fortunate for some time in the Duncan office. This group has been using our stairwells to find refuge from the weather, to get out of sight of the public and to do drugs. In most cases it is people with dependency issues. They frequently leave behind personal effects and drug paraphernalia. This is a very concerning trend as cleaning up the needles, tinfoil, broken pipes and other debris is dangerous and leads to further complications. We utilize the Canadian Mental Health, Warmland Sharps Pick-Up Team and they have been hugely responsive to our requests. They are extremely busy with call outs. The team has asked us to be very careful if we have to clean up before they arrive as there are a variety of items that are dangerous to handle. The needles have to be separated and put in biohazard sharps containers and the clothing, blankets and bags of personals that are left behind

another tent going up. This has raised concerns from the tenants in our building. Two of our tenants, and the Local here have mainly female staff as well as children and elderly attending daily. As the winter daylight becomes shorter, people are coming and leaving in the darker hours. Personal safety is forefront. No-one has been accosted but it lends to the opportunity, as well as to panhandling and other nuisances. We have been in contact with the



can have bed bugs and other issues. Gloves and picker sticks are a must when cleaning up the rubbish left behind. We are currently looking into closing the stairwells off to deter them from being used as shelters, but this comes at a hefty cost. The photo above shows some of the stairwell graffiti at our Duncan office.

Recently in Courtenay, on a vacant lot behind our Local office, homeless people have started pitching their shelters. Every other day there seems to be

neighboring mall and they are seeing an increase in theft and verbal confrontations with their patrons and staff.

The local RCMP detachment hands are tied to a certain extent. They will attend if there are issues brought to their attention but then it becomes the owner of the property that bears the cost and responsibility of requesting removal of the people encamped on private property. This would come in the form of a court order which takes time and the cost of legal representation to get in front of a judge. The City Council has also been approached and there will be further meetings to try and find a solution and determine what the next steps should be. The problem in the area is that homeless people have recently been removed from a public park. They were offered shelter but some of the group has declined. What happens is that they find another area and move in.

There are a number of groups and agencies working on the problem but they begin to enable them as well. We have been told that some groups are supplying clothing and tents for shelters. This begs the question of encouragement of their lifestyle in which they have entered forcefully or by choice.

HOMELESSNESS (cont.)

There are shelters in the area but they are monitored and have rules, so some people choose not to utilize this service and consequently the shelters are not in full use.



There is not an easy answer to this social issue and ignoring it is not the solution. We do not want a situation similar to what has happened in both

Victoria and Nanaimo. There, it was left for far too long and became a huge cost to the taxpayers for cleanup as well as for emergency response units to attend call outs. We also do not want it to be left so long that it becomes a growing opportunity for groups that prey on the unfortunate.

On a more positive note, this Local continues to face all challenges that are put before us and overcome the many issues presented. This happens only with the continued support of our membership and the committee groups. This time of year always tends to get busier and one should make an effort to take time for yourself. I would like to extend to you and your family a Merry Christmas and a Safe and Happy Holiday Season.

In Solidarity,

Brother Pat Kinney

ALBERNI TO NANAIMO By Glen Cheetham, Business Agent



WFP, Duke Point Sawmill (DPS), is getting ready to move from a 110 hour week to a 120 hour week which is not sitting well with a lot of people already having fatigue from the long shifts and disruption of family life with weekends included in the work week.

There seems to be an increase in drug and alcohol testing being performed at DPS with no consistency or attention to their own policy. They do not investigate before they test to determine if a test is even warranted. They just automatically test; that is if it is an hourly employee. Staff have different rules under the policy. Hopefully a couple of wins at arbitration on this subject will bring it more in line.

WFP, Alberni Pacific Division, continues to run one shift, 10 hours, six days per week with little talk on increasing production in the near future. With the new Plant and Safety Committees in place along with a new manager, we will be looking to get things done and issues resolved to help boost morale which is at an all-time low due to increased workloads, alternate shifts and drug & alcohol testing (which seems to be a common theme). With Collective Bargaining just around the corner, we

hope to make some improvements in these areas.

Coulson Manufacturing Ltd., also known as the San Group, has injected some positive news into the Valley by announcing the opening of a new operation on the papermill site. The new operation will include a chipping facility, a veneer plant and a finger joint facility. This will be an increase of employment adding to the current operating levels at the primary breakdown mill which they run two shifts during the week and a pony shift on the weekends, along with one shift in the reman operation.

We are looking forward to working with the ownership group to help make the new business successful.

Have a great holiday.

In Solidarity,

Brother Glen Cheetham

NORTH ISLAND REPORT

By Dan Jorgenson, Business Agent



Englewood Train

The loaded log cars at Western Forest Products, Englewood Forest Operation, Camp A reload were finally unloaded in September 2018. The wood was hoe chucked or direct loaded onto awaiting log trucks. The log cars were not allowed to be rolled, although they could be picked up and moved off the rail line. Apparently, some car wheels were welded onto the track. There are roughly nine loaded cars left at Camp A reload, and nine loaded log cars at Vernon reload.

The Division was shut down on November 16, 2018, due to inconsistencies in permitting. They are expecting to return to work on May 15, 2019. I can hear my prior mentor, Gary (Obi Wan) Kobayashi, say "Dan the company has the right to manage, unfortunately they also have the right to mismanage." I feel the higher-ups in the WFP planning department in Menzies Bay are responsible, but perhaps it is above them. The company tried to point fingers at the First Nations they negotiate with but in a meeting I had with the Forest Service on this matter they say "the problem is in the WFP internal process".



Member Rob Brittain running a loader at Camp A reload, placing a large douglas fir log.

Alcohol and Drug Policy

The WFP Alcohol and Drug Policy seems to be on a roll. Englewood Division has terminated two members recently under this policy. I am sure the members feel violated. It has come to light that the spokesperson that unveiled the policy travelling camp to camp may have given incorrect information. If you enjoy legal cannabis you should watch yourself, as the reality is that if someone smokes a joint at 7pm in the evening it could be that WFP's limit of 1 nanogram (ng) of THC in your system, could easily be present the next day; 2 (ng) in your system gets you fired. I was told that the spokesperson in those meetings said, "if you smoke you should be OK the next day for work". It appears that this statement is not true.

WFP limits for alcohol are .02 to .03 blood alcohol content. If reached they will send you home. This is tested through a breathalyzer. If you test at .04 or higher, you will be terminated.

If you are working for a contractor who contracts for WFP and you have to give a A&D test, WFP can ban you from working on their tenures as has happened to one of our members.

The two members who were terminated have grieved and their cases have been referred to arbitration.

A Merry Christmas to all and a Happy New Year.

In Solidarity,

Brother Dan Jorgenson



Travis Hilts doing up the binders on his log truck.

THE CINKANT REPORT

By Chris Cinkant, Business Agent & Safety Officer



It has been a difficult year for our members, between alternate shifts and Drug and Alcohol (D&A) testing it seems any minor mistake made by an hourly employee is met with discipline and/or a D&A test.

I constantly remind management that those tactics are driving safety underground and why would anyone report an incident under those circumstances?

I look forward to Contract Negotiations in the new year to work toward addressing those issues among others. I'm confident the membership will give the Negotiating Committee a strong mandate to work toward that end.

WFP & Lockout Procedures

It is clear that WFP has taken a harder line on discipline for lockout violations. In the past year, we have seen at least three terminations for lockout violations. Although we have been successful in getting our members back to work, reducing the suspension time has become difficult at best.

In the past, our Plant Committees and Business Agents have had some success in limiting a first-time lockout breach to a one-day suspension. Legal Counsel has informed the Local that it is not the norm throughout other industries. Arbitrators are less likely to be sympathetic in lockout cases and arbitration decisions have not worked in our favour.

Lockouts are the one thing we have control over in our workplace; we want to take the time we need to make sure the process is correct. Even when we feel sure of the process, we still must have it checked and validated. At no time should a member rush through the process for any reason, nor enter the bite without the process **verified correct**. I strongly suggest using an electrician or a tradesman to verify first before moving on to other options.

In all lockout discipline meetings, the Company emphatically states that workers are allowed all the time they need to lockout and production pressures are not a factor. Whether you choose to believe that statement or are sceptical, that message has made it to the mill floor; we must be sure to hold the employer to their promise and take the time to lockout every time, anytime and all the time.

If you witness or experience management at any time pressure you or your workmates to hurry the

lockout process, please contact your Job Steward or this office as soon as possible.

Full Disclosure on Lockouts and My Past Experience

I am embarrassed to write that I took safety short cuts during the first few years of my 23 years on the mill floor. Some of my ridiculous thoughts and excuses in neglecting to lockout are cringe worthy to look back at today:

- I will just reach in real quick.
- No one's looking, I'll just jump back really quick.
- My co-worker does it all the time, must be ok.
- I'm pretty sure the foreman has seen me do it before, must be ok.
- Having a record day, I'm not going to mess it up.
- Only a few loads left before lunch.
- Sort of unspoken expectation to all of us to take a shortcut.
- Crossed here a thousand times.
- Here, throw my lock on for me.
- Nobody else locks out this one.
- Not much risk, I'll be fine.
- I'll just clean this up quick before my relief shows up.
- I'm pretty sure that's the same number of locks I used last time.
- I'd have to lockout 20 times a shift if I'd followed that procedure!
- His locks are on, I'm good.
- For chrissakes! It's an empty transfer deck!

When I first joined the Plant Committee, I got to know the Plant Chairman who I first saw as a cantankerous, grumpy, miserable old electrician who spoke his mind and did not suffer fools. At some point I shared with him my idea, I didn't think "all lockouts were necessary". Bad mistake. In his distinct English accent, he explained in much detail what an absolute idiot I was. Part of his lengthy and colourful tirade was to insist "I dislodge my empty pumpkin from a certain nether region" and have the

CINKANT REPORT (cont.)

“common sense” to protect my personal safety, lose any foolish thoughts I had to production and have the “dignity” to ignore what anyone else might think, be it management or co-workers alike.

I was late getting back to my work station that afternoon with a new knowledge of how electricity worked. Needless to say, I was never at all reluctant to lockout under any circumstance from that day forward.

Peter Johnson was a strong Plant Chairman and dedicated Union activist and sat on our Local Executive Board. We worked together on the Plant Committee for many years and became great friends and remained so, right up to his passing. I feel extremely fortunate to have had Peter as a friend and mentor in both my Union work and life in general.

Brothers and Sisters, we have a duty to protect ourselves and our co-workers.

Between the lockout procedure and the right to refuse unsafe work language we need never have to enter the bite.

Let's look after each other and especially our new members who are under enormous pressure in the

probationary period. **No worker benefits from taking short cuts.**

Don't expect taking a shortcut helps the company or production or the bottom line.

Don't expect a slap on the back.

Don't expect a slap on the wrist.

Do expect a minimum suspension of 3 days.

Just a heads up for another challenge we will have in the new year.

As the year ends, I would like to thank all of our Plant and Safety Committees for the selfless work they do for the Local and the entire membership.

All the best to you and yours.

In Solidarity,

Brother Chris Cinkant



SOUTH ISLAND REPORT

By Dusty Palmer, Business Agent



Over the last couple of months I have kept busy with assorted grievances and issues.

The Town of Lake Cowichan has not failed to produce. They have had three terminations, as well as a grievance on overtime, one for violation of the boot allowance section, and one on the issue of harassment. The first two terminations were issued without any Union representation, which is a violation in itself. In addition to offering no representation, the members were not given any reason for why they were being terminated nor were they given any coaching along the way to improve behavior the employer thought may need to change. When the members asked why they were being terminated, all they were told was that it was from higher up. No letters of termination were given at the time of termination. In the end, both workers were satisfied with the outcome and were offered reinstatement. One member chose not to return due to the unfair treatment. The third termination is in the grievance process.

The overtime grievance arose from a senior qualified member not being called when a junior member worked, violating seniority. Due to this issue not coming forward when it happened previously, the employer said it was following past practice and thought the senior employee did not want the work. This is now resolved and senior qualified employees will be called first. The remaining grievances are awaiting reply.

Cowichan Lake Education Centre is tied to the Town of Lake Cowichan in that the same Chief Administrative Officer is in charge of any contract issues as well as bargaining (each is a separate certification). The managers at CLEC have been instructed not to deal with me, everything is to go only to the CAO. I cannot recall one issue being resolved without it being forwarded to the lawyers. CLEC currently has two grievances going to arbitration and a third waiting. USW work is being given to students and volunteers while members go without work or have few hours when they could be working fulltime hours.

There is a grievance going to arbitration due to a senior employee's vacation being denied without reason. This exact scenario happened last year at the Town of Lake Cowichan and we won at arbitration; the employee was granted the days off. In this instance the time has passed and we are

seeking compensation.

I am currently bargaining with CIDA Holdings Inc. It was difficult getting the employer to set dates and reply to our proposals. I had a folder ready at the lawyers to file an unfair labour practice for bad faith bargaining with the Labour Board. With a promise to file, CIDA has replied and we have booked dates to complete.

Bargaining with Playtime Gaming Group in Campbell River is set for the first week of February 2019 and School District #79's bargaining committee will begin preparations for bargaining in January 2019.

Western Forest Products, Head Office, has served a technological change and s.54 notice. They intend to replace the current accounts payable system, AP-FLO with a replacement product. They have yet to advise what it will be. They estimate two positions will be eliminated. These are two of the four unionized clerical positions we have. WFP has been trying to eliminate the unionized clerical group for years. The last tech change notice came in 2014 and actually created more work rather than reduced the workload. Time will tell once we see what the replacement will be.

The Women of Steel Committee continues to collect toiletries for Purses for Poverty. In addition to this, we are collecting warm winter jackets, mittens, scarves and toques that are new or gently used to be dispersed to those in need during these cold months. You can drop off any of these items to our Local USW 1-1937 Union Halls.

Thank you to all of the activists that serve others on our safety committees and shop committees. You are the backbone of our Union.

Have a safe holiday, Merry Christmas and all the best to you and yours in the New Year.

In Solidarity,

Sister Dusty Palmer



PORT MCNEILL REPORT

By Shelley Siemens, Business Agent



Bargaining Report

Marine Harvest

Collective Bargaining has been the majority of my workload for these past few months. The Marine Harvest Members have recently ratified a Collective Agreement for another 4 years and will see increases in areas of Wages, Vacation Pay, Health and Safety Equipment, Productivity Pay, and added Premium categories to name a few. The members were firmly fixed at changing some of the compressed shifting language and the Bargaining Committee did a great job at meeting that demand. I would like to thank all of the Marine Harvest members for their participation in the bargaining process, and especially thank the Bargaining Committee Members: Joe Shephard, Alvin Walkus, and Chris Miner for their hard work and dedication to bargaining on behalf of the Marine Harvest members at the Port Hardy Processing Plant this Contract.

Comox Valley Regional District Sports and Aquatic Centres

After almost a year of Bargaining, on Monday December 10th, 2018, the Bargaining Committees for the USW and Comox Valley Regional District Sports and Aquatic Centre signed off on a tentative agreement.

Your Bargaining Committee worked tirelessly at getting the best possible deal for you, and we are very pleased with the outcome.

We are putting it together for the members to view and then we will have a meeting and ratification vote. I would like to recognize the hard work that your Bargaining Committee members have put into this contract, and thank Randy Hart, Rosi MacKinnon, Guy Shallard and Cathy Goodwin on their level of professionalism, and passion towards bargaining for better wages and comfortable working conditions. Thank you Brothers and Sisters, your amount of dedication, and knowledge was immeasurable. I would also like to thank all of our members at the CVRD Sports and Aquatic Centres for their patience, and a shout out to Derek Reschney the Best CAT Team Coordinator on the planet.

Union Women Making a Difference

Women of Steel are working towards representing USW on the District Labour Councils in as many

areas as possible. We currently have three delegates sitting on the Nanaimo/Duncan and District Labour Council (Tanis Royal, Vicki Miller, and Dusty Palmer). Soon we will have WOS sitting on the Campbell River/Courtenay Labour Council (Gillian Tew), Mt. Waddington and District Labour Council (myself, Shelley Siemens and Sandra Wilson) as well as Powell River and District Labour Council (Wendy Goulding). We want to ensure the rights of workers are protected and expanded.

International Conference

This October the Women of Steel Committee attended the National/International Conference. This years theme was titled, "A Call to Action". The conference was held in busy downtown Toronto and had exciting keynote speakers such as the USW International Vice-President at Large, Carol Landry, Elise Bryant, President of the U.S. Coalition of Labour Union and Ritu Bhasin, President of Bhasin Consulting Inc. It was a week filled with workshops and rallies. Some of our Local Sisters participated in Support of the Fight for \$15 and Fairness Rallies. Well done Sisters! This was a great way for our Local's Sisters to not only network, but to have the opportunity to further their education and activism.



WOS at Fight for \$15 rally.

Wishing you all the best over the Holiday Season

In Solidarity,

Sister Shelley Siemens

REFUSING UNSAFE WORK

By Jonathan Hanvelt, Lawyer



REFUSING UNSAFE WORK: SECTION 3.12 OF THE OCCUPATIONAL HEALTH AND SAFETY REGULATION

Most of us have, at some point, been asked by our employers to do something that did not feel safe, or even felt outright dangerous. While we know our employers have the right to direct our activities, we also have the right to work in a safe environment.

All workers have the statutory right to refuse unsafe work. In fact, if you reasonably believe that performing a particular task will put you or another person at risk, you have a responsibility to refuse. The notion of “reasonableness” means that you must have some objective evidence of a risk or hazard; a simple belief the work is unsafe is insufficient. However, a worker does not have to be correct the assigned work is hazardous as long as they can point to such evidence. Should the matter be referred to arbitration, the Union will bear the onus of proving the refusal was reasonable.

Section 3.12 of the *Occupational Health and Safety Regulation* sets out the procedure to follow in cases of unsafe work, which is summarized as follows:

- (1) A person must not carry out or cause to be carried out any work if that person has reasonable cause to believe that to do so would create an undue hazard for any person.
- (2) A worker who refuses to carry out or cause to be carried out any work for safety reasons must immediately report the matter to their supervisor or employer.
- (3) A supervisor or employer receiving a report of unsafe work must immediately investigate the matter and ensure that any unsafe condition is remedied or, if in their opinion it is not unsafe, inform the person who made the report.
- (4) If the worker is unsatisfied the work is not safe, and continues to refuse, the supervisor or employer must investigate the matter in the presence of the worker as well as a worker member of the joint committee or a worker selected by a trade union.
- (5) If this process has not resolved the matter, the supervisor or employer and the

worker must immediately notify Worksafe, who will send an officer to investigate the matter and issue any necessary orders.

In order to rely on this right, it is important the worker follow the steps provided in the *Regulation* and it is a best practice to make specific reference to it at all steps in the process. In other words, rather than simply saying that work is unsafe, ensure the Employer knows you are specifically relying on your rights under s. 3.12.

The Regulation also states a worker cannot be subjected to discriminatory action for having exercised their rights under this provision. Section 150 of the *Workers Compensation Act* defines “discriminatory action” as “any act or omission by an employer or union... that adversely affects a worker with respect to any term or condition of employment, or of membership in a union.” This clearly includes disciplinary action. While a worker cannot be punished for exercising their right to refuse unsafe work, being temporarily assigned alternative work with no loss of pay is permitted.

So, should you encounter a situation that seems unsafe to you, decide whether there is objective evidence of a risk or hazard. If there is, the matter should be immediately reported and s. 3.12 invoked. If you are unsure what to do, contact your shop steward for assistance.

In Solidarity,
Jonathan Hanvelt, Lawyer
Banister & Company

KNOW
YOUR
RIGHTS



A CALL TO ACTION By Vicki Miller, Shop Steward



Seven Women of Steel Committee members including myself, Shelley Siemens, Gillian Tew, Wendy Goudling, Tanis Royal, Shelley Rickson, and Sandra Wilson attended the USW International and National Women's Conference in Toronto from October 14 to October 17, 2018. This year's theme was a 'A Call To Action' for Women's Equality in Canada, United States and around the world. Over 1200 USW members attended the Conference, mostly women and a few men, from all over Canada and the USA.

Each morning we had amazing guest speakers. Ritu Bhasin, an award winning speaker, author and advocate, spoke to us on being our authentic self. Carol Landry, our USW International Vice-President addressed the conference. Carol has a key role in USW's global solidarity which represents 50 million workers in 140 countries. She is a long-time activist



WOS wearing red in support of ongoing investigations for missing & murdered indigenous women.

and encourages women to take on leadership roles. We also heard from speakers from Brazil, United Kingdom, Bangladesh and Mexico who spoke of horrific working conditions and basic human right issues in their countries. Anti-Harassment Counsellors spoke on issues of bullying, sexual and verbal abuse in the workplace. Leo Gerard, our USW International President, spoke about building our Union to which all are paid a living wage and all Union members are treated with dignity. Ken Neumann, USW National Director of Canada, says our Union is strong but there is always more to be

done.

We had our choice of 15 workshops to choose from in the afternoons. I chose a course called, 'Healthy minds for a strong Union', which reviewed risk factors affecting mental health at work. Work-life balance, harassment, bullying, stress, job burnout and substance abuse were some of the many topics covered. It was noted that addiction is often a mask that people in pain use to cope with and disguise their mental health issues. Both the employer and the Union need to respond to the person, not the addiction. There should be no stigma around mental illness as it is a disease. There is a quiz you can take called Self-care: the Mental Health Meter. The website is (<https://cmha.ca/mental-health-meter>). My second course was on how intentional inclusion builds a stronger Union. The course looked at how to encourage our members to engage in conversations about the issues that divide us. How to confront those issues to unite us and make all of us feel like one and not divided.

"We can't make people like each other. But we can, through concrete action, promote mutual respect between our union brothers and sisters."

I am thankful the Local supported our Committee's attendance to the WOS Conference. In attending the Conference, I realize its important we all help build each other up and empower others. Offering training in our Local Unions to work on eliminating violence and harassment including between members is very important. The knowledge we gain at courses and conferences isn't my knowledge it's the members knowledge! To make a better life for those in the future, we must do more than just talk, we must all be activists.

Have a Safe and Happy Holiday Season.

In Solidarity,
Sister Vicki Miller





WINDS OF CHANGE

By Randy Robertson, CSD Chair
and Chris Hardy, CSD Steward



It was reported in the last Solidarity Newsletter, that change was coming to Chemainus Sawmill. A *paradigm shift* was declared by the executive group. They said, "We will no longer be conducting business in the same way as we have been doing." Change was finally upon us. We thought any change would be good, that it couldn't get any worse than it was.

After our joint meeting in Victoria, timelines were set, committees formed, consultants hired and all in order to move forward regarding their statement of a new direction. The Plant Committee addressed all three of our shifts with this news, and the possibilities that we thought might be beneficial should we choose to embark on this *paradigm shift*. Of course people were naturally skeptical, but were willing to participate in order to get back some form of good sense and sound judgement in practical matters.

The employees of Chemainus Sawmill know about working together; a substantial local agreement has supported a bonafide team system since 1985 and it has proved its worthiness for most of these many years. However, the team system has not been supported by WFP and it has become obvious that centralization, one size fits all, and most of all, a top down driven approach is more in line with the company's leadership style.

There has been little concern from the members of the executive group who set this ball rolling as to why so few of our objectives have moved forward. This indicates to us their level of interest in this *paradigm shift*. We know that local management showed little interest and now likely feel more secure being in charge, not having to get consensus or ask a worker that knows best how to get the job done. Back to business as usual, which remains a mystery to all of us! It is hard to imagine that the shareholders have knowledge of what seems like one long continuous upset condition within WFP manufacturing.

We wish you a safe and happy holiday.

In Solidarity,
Brothers Randy Robertson and Chris Hardy



Kew Garden's flagpole felled by MacMillan Bloedel, Copper Canyon Division , 1958.

WFP ALTERNATE SHIFTS

From the Editor

The importance of safety for USW members and all workers is always at the forefront. A serious workplace injury or death changes lives forever. For families, friends, coworkers and communities, the loss and suffering is immeasurable. Alternate shifts in any job creates fatigue, and in a physical job even more so.

Shop Steward Pat Irwin knew the detriment of long, fatigue causing (5x10 hour) shifts when he wrote a letter to the Western Forest Products' management team at the Saltair Sawmill in August of 2017. He had the statement attached to the safety meeting minutes. At the time they were moving to 5x10 hour shifts and the effects were damaging. Presently, WFP is going to 6x10 hour shifts, which will be even more of a detriment to workers' health and safety. Irwin pleaded for 3 shifts x 8 hours 5x2, to no avail.

Absenteeism and performance loss will likely result at work and quality of personal life at home will be reduced. Fatigued workers will be less alert, their reaction time slower, and they may make poor decisions. Fatigue + moving machinery can lead to accidents, injuries and errors.

Under our previous 8 hr swing shift schedule, most of us felt the effects the first couple of days of the week after making a shift change. Under the 10hr by 5 days a week schedule, most of the time, employees are making almost a total opposite sleep/wake cycle change with only 5 hrs between finishing afternoon shift and starting the following week's dayshift. This is not including time to prepare and travel to and from work, which for many, is more than a half hour commute each way to and from work.

The circadian rhythm cycle cannot adjust this quickly, resulting in employees reporting to work the beginning of the week with little or no hours of adequate sleep.

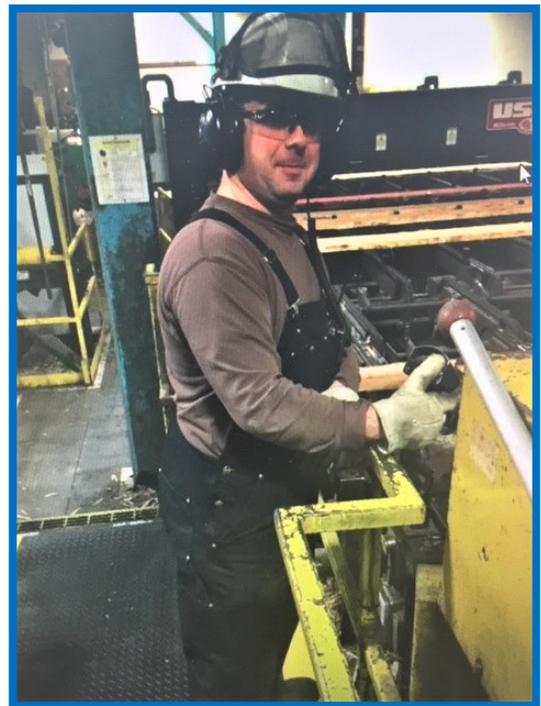
The same is happening when we make the dayshift to afternoon shift change. Most of us are finding it very difficult to stay focussed and alert from midway through the afternoon shift onwards, also putting themselves, as well as other motorists, at risk while driving home.

P. IRWIN STATEMENT.

The crew of Saltair Div. recognizes the importance of company decisions to reduce costs, and stay competitive in ever changing global markets. Our crew is committed to working at our best to make Western achieve it's financial goals, while keeping safety our top priority.

In November of 2016, a move was made by Western to a 10 hour by 5 day operating schedule. This schedule has come at a cost of low morale, consistent extreme fatigue, more illness and absenteeism, due to lack of adequate sleep, and more overall injuries. Consistently we have employees reporting to work with under 5 hours of sleep per night, commonly as little as 3 hours per night.

All humans live on a circadian rhythm cycle. When we wake up at a common time and go to sleep at a common time, then abruptly switch to a complete opposite sleep/wake cycle, it is a medically accepted fact that it will be a few days before our systems adapt to function normally again.



Pat Irwin, Shop Steward and Edger Operator at Saltair Sawmill

ALTERNATE SHIFTS (cont.)

In the sawmill environment which we work in, with many on our feet all day everyday, and all of us working around heavy machinery, we feel this regime and the mental impairment that has come with it, to be completely unacceptable and a serious accident waiting to happen.

We believe we have the trained man power on our site, to move to a 3 shift 8 hour schedule, rectifying these serious concerns, while providing more production hours per week at the same crewing cost to the company as the 10 hour by 5 day schedule.

With these serious concerns being brought forward, and having other viable options, such as the one above mentioned, we feel it to be negligence on Western's part to continue with the 10 hour by 5 day operating schedule.

On behalf of the Saltair Safety Committee, and USW members at Saltair, I, Pat Irwin, am demanding the above mentioned concerns be included in our August 2017 Safety minutes,

With bargaining soon approaching, the membership has made it clear that eliminating these alternate shifts is a priority. It seems evident that profit takes precedence for large companies even though we hear them say safety is first. Ignoring feedback that these shifts are causing sleep deprivation, and chronic fatigue is not putting safety first. Fatigue on the job can cause serious safety risks. We want companies to be successful so jobs are available but we need to keep workers healthy and safe in order to be productive. 1+1=2



HEALTH TIP OF THE DAY MAHON MASSAGE THERAPY CLINIC

Have you ever had one of THOSE DAYS? You know, the ones where everyone has taken a turn at frazzling your last nerve? Where if you ever met that person you just hung up on, you would tear him a new one? We all have. Instead of showing the violent deep recesses of your mind, you should try these simple steps:

- 1) Put your right foot in. **JUST KIDDING! BREATHE.** Take in a deep breath through the nose and exhale through the mouth. It's a no brainer.
- 2) Close your eyes, continue breathing, and now imagine a happy place. These images can consist of puppies and kittens, mountainsides, Vegas, lakes, rivers or any place or thing that gives you peace and tranquility.
- 3) Contract fingers and toes with eyes closed and continue breathing deeply. Relax fingers and toes. Repeat 3 times. Do not accidentally hit or

kick anyone during this time.

- 4) Slowly open eyes, regain calmness and awareness. Continue work until the end of your day.

This is a lather, rinse, repeat kind of exercise. Taking deep breaths is one of the surest ways to improve your overall health and reduce stress in the body. Your oxygen levels improve, your blood pressure lowers and endorphins are released that improve feelings of well-being and even pain relief. Breathing is the most important thing we do everyday, though we don't pay much attention to breathing since it is something we do automatically.

Have a Merry Christmas, Happy Hanukkah and a Wonderful Kwanzaa!!

Be Fantastic,
Victoria Mahon, Registered Massage Therapist

SHEILA MALCOLMSON SEEKING PROVINCIAL MLA SEAT



Elected in 2015, Sheila Malcolmson is an experienced leader working to deliver positive results as the Member of Parliament for Nanaimo-Ladysmith.

Malcolmson will resign her federal NDP job to seek the provincial MLA seat vacated by Leonard Krog. Premier John Horgan and Krog support Malcolmson in her decision to move to provincial politics.

Malcolmson is known for bringing people from different backgrounds together around a common cause: workers, small businesses, First Nations, community groups, and students. She entered Parliament with 12 years of constituency experience under her belt, having been elected four times to local government.

As Chair of the Island Trust Council, she worked with all levels of government, championing local campaigns for fair ferry service, marine safety and oil spill prevention. As an Islands Trustee, she signed a government-to-government protocol

between the Snuneymuxw First Nation and the Islands Trust, establishing a relationship of respect and cooperation in planning and land use management.

Before being elected, Malcolmson was an energy policy analyst for a number of non-governmental organizations. She has also worked in small business, tourism and environmental advocacy on Vancouver Island.

Malcolmson has been a proud Nanaimo-Ladysmith resident for more than 20 years. She lives on Gabriola Island with her partner Howard, a fisheries biologist and climate change researcher.

It is important to have a strong candidate in the riding that was Krogs since 2005. Malcolmson is a hard worker with considerable experience and is a great choice for the position. A by-election has not been announced at this time but will likely be shortly into the new year.

(House of Commons, Canada)



Local 1-1937 Women of Steel “PURSES FOR POVERTY” CAMPAIGN

The Women of Steel Committee are working on a fundraising campaign and helping people on Vancouver Island.

They are accepting donations until **Friday, February 22, 2019**. Below is a list of much needed items they are looking for donations of:

- | | | |
|---------------------------|--------------------------|---------------|
| Bottled Water | Scarves | Garbage Bags |
| Granola Bars | Mittens/Gloves | Kleenex Packs |
| Feminine Hygiene Products | Tooth Paste | Socks |
| Combs | Tooth Brushes | Toques |
| Hand Sanitizer | Small Packs of Wet Wipes | Chapstick |

Cash Donations are also welcome and will be used to purchase items. Thank you in advance.

LOCAL 1-1937 RETIREES

SEPTEMBER 1, 2018 - NOVEMBER 30, 2018

Bartlett, Larry Vernon	WFP Mid Island Forest
Blanchard, James H	School District #79
Botelho, Jose Dasilva	Skeena Sawmills
Harper, Gordon	Pacific Mill Installations
Harris, Dean	WFP Saltair Sawmill
Kelly, Lauras William	Island Pacific Logging
Laronde, Wendy P	WFP Head Office
Lessard, Terry	Acculine Construction
MacGregor, Clyde R	WFP Holberg
McCabe, Jim	WFP Chemainus Sawmill
Pabla, Avtar	WFP Saltair Sawmill
Parnell, Christopher William	Terminal FP Ltd. Mainland Sawmills
Roemmele, Ronald William	Capital Regional District -Water
Roulston, Lorne Merel	WFP Chemainus Sawmill
Spalding, William D	C&C Lath Mill
Stang, Gregory E	TFP Mainland
Sumner, James E.	Dyer Logging Company
Uppal, Resham	TFP Mainland
Van Mierlo, Roland J	Lemare Lake Logging
Young, Ronald K	School District #79
Youson, Willaim	WFP Chemainus Sawmill



USW Local 1-1937 Wishes You All the Best in Your Retirement

SEASON'S GREETINGS

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

Your support for your Union this past year has been greatly appreciated.

We will face many challenges in the new year; however by working together we can overcome any issue we face.

In Solidarity,

UNITED STEELWORKERS, LOCAL 1-1937

OFFICERS & BUSINESS AGENTS

Brian Butler (<i>President</i>)	Chris Cinkant (<i>Recording Secretary</i>)
Rick Nelson (<i>1st Vice-President</i>)	Glen Cheetham (<i>Warden</i>)
Richard Arnason (<i>2nd Vice-President</i>)	Dusty Palmer (<i>Conductor</i>)
Norm Macleod (<i>3rd Vice-President</i>)	Dan Jorgenson (<i>Business Agent</i>)
Pat Kinney (<i>Financial Secretary</i>)	Shelley Siemens (<i>Business Agent</i>)

SUPPORT STAFF

Julie Wright	Laura Mauke
Corinne Kerr	Star Phillips
Pat Bruggen-Cate	Jodie Morgan
Cindy Melvin	

*Our Offices will be closing at noon on Friday, December 21, 2018
and will reopen on Monday, January 7, 2019*

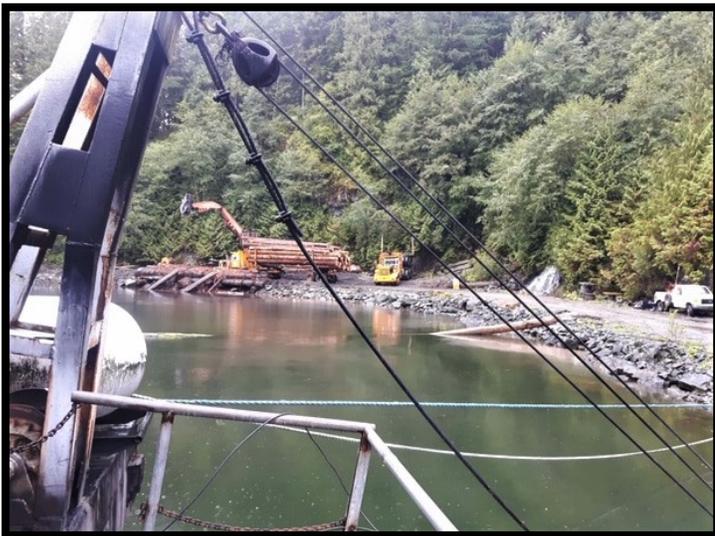




Members logging in Moh Creek, Bute Inlet. The machine loading the Kenworth is a 3800 Madill log loader, (R) is a hoe chucker.



Brem River barge/bunkhouse at Waddington camp.

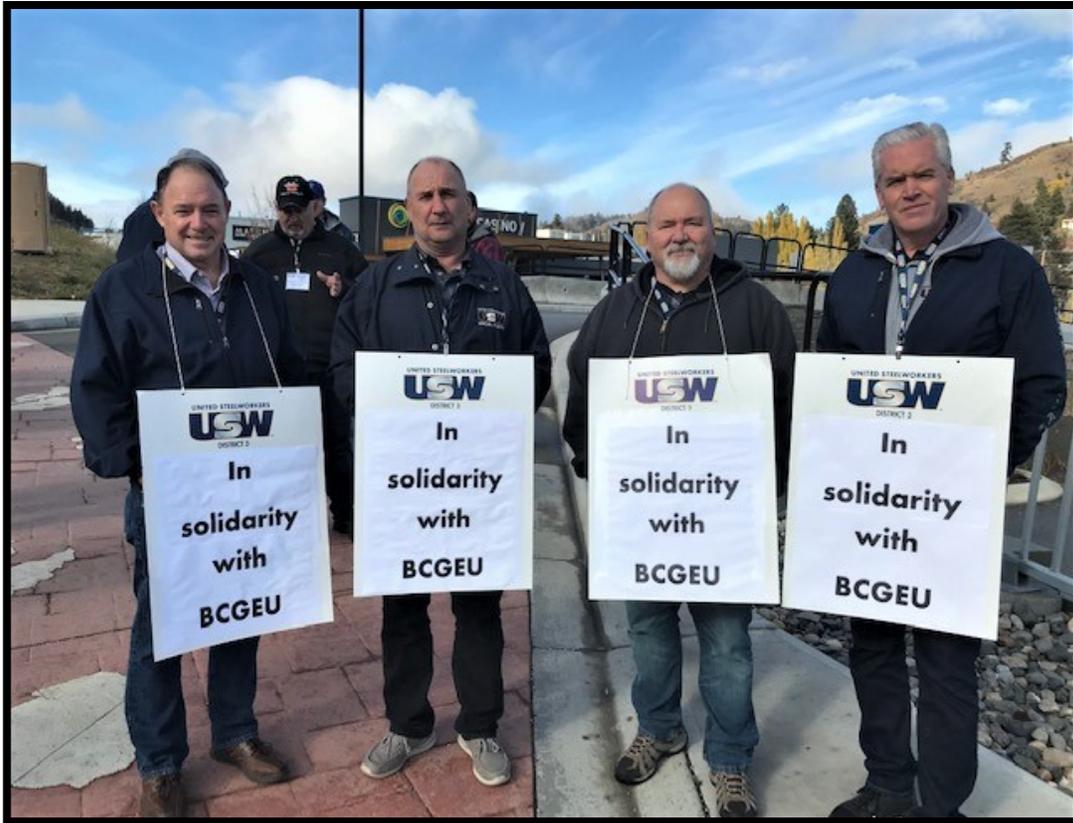


Log dump in Brem River, Waddington Logging.



Tony Petula flying into Toba Inlet, on his way to work in Brem River.

MEMBER PHOTOS 2018



From (L) Pat Kinney, Rick Nelson, Chris Cinkant and Brian Butler picketing with striking BCGEU casino workers in Kamloops.



USW 1-1937 supporting BCGEU on strike in Kamloops.



Mainland Sawmill, retirement party for Resham Uppal, 41 years service (second from left).

MEMBER PHOTOS 2018



USW 1-1937 Delegates at the District 3 Conference in Kamloops.



USW 1-1937 supporting Unite Here! Local 40 on 24-hour strike at the Coast Bastion Inn, Nanaimo.



From left, Randy Robertson and Chris Hardy from Chemainus Sawmill support members on 24-hour strike at the Coast Bastion Inn, Nanaimo.



From left, Sue Cathcart from Grace Transition House receiving \$370.00 from WOS. Wendy Goulding, Committee member, presenting the cheque.

BLAST FROM THE PAST



A skidder setting near Jordan River, estimated timeline is 1910-1919.



Log truck crossing the tracks above Port Renfrew; single axle truck, single axle trailer.



Carrier in a lumber yard, Youbou 1940.



Richard Arnason and Terry Radford, Alliford Bay Logging 1990's.



First logging truck on Denman Island BC, 1913.



Falling trees and yarding logs in a public demonstration,
Shawnigan, 1957.



MacMillan Bloedel Limited, Chemainus Sawmill Division,
estimated date of photo is 1980.

*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.

