

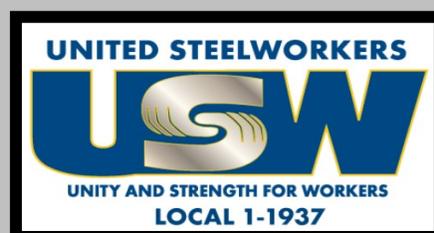
# SOLIDARITY NEWS

OFFICIAL PUBLICATION OF USW LOCAL 1-1937

MARCH 2019



Brother Peter Hall of WFP Chemainus Sawmill Division met Premier John Horgan at USW Local 1-1937's Annual Delegated Meeting held in Nanaimo March 1, 2019. The Local was fully engaged in lobbying the Provincial Government for improved workers' rights over the past year and will continue to remain committed to keeping up the good fight.



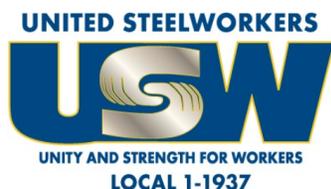
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# EFAP

**Employee and Family Assistance  
Program**

## Contact Numbers

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

## Mission Statement

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



Creating healthy employees,  
families, and communities.

# PRESIDENT'S REPORT

## By Brian Butler, President



This past fall I was asked by the Minister of Forests, Doug Donaldson, to join him on a forest industry trade mission to Asia. The trip involved travel to Seoul South Korea, Tokyo Japan, Beijing and Tianjin China. Besides provincial and federal government reps, the participants came from many different organizations including First Nations, those involved in innovation and companies from the Northern and Southern Interior and Coast of BC, including Western Forest Products.



Front (L) and (C): President Brian Butler and Minister of Forests Doug Donaldson on the Asian Trade Mission

The purpose of the mission was to develop markets for Canadian wood products. On each leg of the journey the Minister and representatives from Canada Wood held meetings with buyers from that country. It also involved government representatives from those countries and Canada's diplomatic offices in each country.

The tour group visited sites where Canadian wood is being put into use in demonstration areas, which are used as marketing tools for developers and buyers in each country. There were also meetings to discuss the trends and usages of Canadian wood in many forms. The tour allowed me to get a better handle on some of the innovative wood products and market opportunities that our members stand to benefit from in the near and long term.

In Korea we saw individual wood frame homes being made with Canadian wood and marketed to middle income families. The finishing in the homes were not quite what we would expect in Canada but they were functional and well-built homes. We travelled to see

full classrooms of students learning to be architects, all eager to learn how to best build with wood.

In Japan we visited a laminated wood plant which showed Canadian wood being put to use and met with its owner to discuss what type of products they require. All the components for a home are manufactured in the facility and packaged together. It is basically a house in a bag with directions to put the pieces together.

Before the China leg of the tour Doug Donaldson and the BC Government representatives made the decision not to go to China out of the abundance of caution due to the Huawei incident in Canada, not wanting to give China the ability to detain a government official. Everyone else, including myself carried on even though that thought was in the back of your mind while in China.

In China the huge scale of the building is on full display. Travelling between Beijing and Tianjin (a port city) for hours on a bus, it is clearly evident that Canada alone could not supply the wood needs of the Country. We drove past development after development that were each 10 times the scale of downtown Vancouver and we passed them one after another. I guess when you have a population the size of China's you would expect that, but to see it first hand is quite different.

Wood Infill Walls were one product that caught your eye in China. With the massive scale of the building the Wood Infill Walls, which are prefab walls built to order for concrete towers, where each level of the tower is a platform and all interior and exterior walls are made out of prefabricated wood panels. It made for a more environmentally friendly building than one made from just concrete construction.

We also visited a new city under construction known as Xiongan - New Area which is being built from scratch from 2000 square kilometres of scrub land that will be home to approximately 30 million people when completed. Think about that with Canada's population of approximately 36 million!

Xiongan is being built with a low carbon footprint which involves plenty of wood construction; all cars have to be electric and the automation is futuristic with no employees in stores. For example, when you go to a store you are scanned to identify who is going in and when you leave you are scanned again with any item you take with you which is then

## President's Report (cont.)

registered and billed directly to your account. It is a cashless society.



Canadian Lumber Trade Mission in Korea



Trade Mission in Japan from (L): Brian Butler, (CL) Forest Minister Doug Donaldson and (CR) WFP Don Demens

There was only one other Labour representative on the tour who was from UNIFOR but he only attended the Japanese leg of the trip. It is quite interesting to be the only labour person on a tour with a bunch of CEO's and Vice-Presidents of companies and other organizations including First Nations. I made a number of connections with First Nation individuals, innovation people, as well as with a number of the company representatives which will be of benefit to my work on behalf of the membership. I also had more face time with Doug Donaldson in order to press some of our important needs in improving and

defending the rights of forest workers. All in all, it was an informative and productive trip.

### Record year for Western Forest Products Inc.

Recently a February 13 newspaper article was published in the Times Colonist. The article had the headline "Record year for Western Forest Products, Island's biggest forest company". The article was just reporting the facts and those facts are borne out by WFP's own quarterly and year end reports online which paint a rosy financial picture of the business which has good liquidity and little to no debt. Online material on WFP's website includes an investor presentation that makes market projections showing good and growing markets in the US in both housing starts and repair and remodel expenditure. Investor conference calls with WFP's CEO also note lumber demand in China to continue to grow and stable markets for Japan in the years to come.

The online information of this publicly traded company points to impressive returns which show that with high value coastal timber (BC annual 2018 average selling price for a 1000 bd ft of Cedar 2x4 at \$1,401.00 for example) combined with manufacturing the products in a low Canadian dollar and selling them in US dollars really dampens any concern over softwood lumber duties. Of note: 70% of WFP's lumber revenue is generated from non-commodity products and has recently once again restarted its lucrative (but wrongheaded) log export program on Crown Lands.

The newspaper article noted above prompted WFP CEO Don Demens to send a letter out to Operations on February 28th, which talks of high log costs, weak markets and operation curtailments, all designed in my opinion, to put a damper on news of good markets and record profits in 2018, which (wink wink) are made on the eve of USW/WFP Coastal Bargaining which are set to begin April 15, 2019. Right on que as I was writing this report WFP announced a one-month shutdown (March 18th) of their Alberni Pacific Division with the excuse of weak Asian markets.

It is clear that WFP is doing very well financially and that projections are for good and growing markets for the products our members produce. I don't believe our members will accept the spin put out on February 28<sup>th</sup> or the unfortunate curtailment of APD as they are all wise to the tactic, which arrives like clockwork, prior to every round of bargaining.

# President's Report (cont.)

I suspect it is a tactic that will backfire on the company.

## WFP ANNUAL FINANCIAL HIGHLIGHTS (IN MILLIONS)

	2018	2017	2016
SALES	\$1,196.7	\$1,143.4	\$1,187.3
NET INCOME	\$69.2	\$74.4	\$94.2
EBITDA	\$143.5	\$152.6	\$148.2
CASH AND CASH EQUIVALENTS	\$8.4	\$35.3	\$19.0
DEBT	\$6.0	-	\$34.4
NET DEBT	0	0	\$15.2
NET DEBT TO CAP	0	0	3%
TOTAL LIQUIDITY	\$250.4	\$269.3	\$218.1



Wage & Contract Conference February 28, 2019



Cowichan Bay Sawmill Plant Committee Members from (L): Kevin Schedel, Keary Henning and Mike Karr



# MAINLAND REPORT

By Rick Nelson, 1<sup>st</sup> Vice-President



Negotiations will again be the theme for 2019 out of the Burnaby office, as there are a total of nine Collective Agreements expiring this year.

The first agreements to expire this year are in February with P.J. White Hardwoods on February 24<sup>th</sup> and Veterans Memorial Housing Society on February 28<sup>th</sup>. I am currently in the process of formulating demands with the crews, and hopefully by the time this newsletter is out we will have new agreements in place for these two operations.

February 28<sup>th</sup> was also the date the Local Union conducted our Wage & Contract Conference in Nanaimo where we ratified our demands for bargaining with Western Forest Products Inc. as well as a number of other forest companies who will have their Collective Agreements expiring June 15<sup>th</sup>. Among those forest companies to have their Collective Agreements expire on June 15<sup>th</sup> are: Terminal Forest Products Ltd., CanWel Building Materials Ltd., Terrace Timber Ltd., and of course FIR, (Forest Industry Relations), which bargain for a number of logging contractors on the coast.

The FIR Construction Agreement also expires on June 15<sup>th</sup>, and Brother Chris Cinkant from the Duncan office will be joining myself and a representative from USW Local 2009 to jointly negotiate that agreement which covers five different

construction companies in the Lower Mainland and Vancouver Island.

Heading into September, the next agreement to expire is with British Columbia Door Company Limited, a door manufacturing plant in Vancouver. Due to increasing competition from China and other importers, this operation has been struggling to keep people working, but the membership continues to persevere and remain strong.

Closing out the year, Skeena Sawmills in Terrace BC, will have their Collective Agreement expire on December 31<sup>st</sup>, so we will be commencing bargaining sometime in the fall to try and get that Agreement done before the end of the year. This Sawmill and Planer Mill have been struggling to be profitable since it was acquired by Roc Holdings in 2012, but are now starting to show real promise as they are almost completed construction of a pellet plant on site. This is going to help with the long-standing problem of not having the ability to deal with residuals from the mill. Last November they started a second shift at the Sawmill, and are also going to be starting a second shift at the Planer Mill in the near future.

Below is a list of companies who have Collective Agreements expiring this year as well as the dates they expire:



P.J. White Hardwood Ltd.	Feb 24, 2019
Veterans Memorial	Feb 28, 2019
Western Forest Products Inc.	June 15, 2019
CanWel Building Materials	June 15, 2019
Terminal Forest Products Ltd.	June 15, 2019
Terrace Timber Ltd.	June 15, 2019
FIR Construction Agreement	June 15, 2019
BC Door Company Ltd.	Sept 5, 2019
Skeena Sawmills Ltd.	Dec 31, 2019

In Solidarity,

Brother Rick Nelson

# SOUTH ISLAND LOGGING REPORT

## By Richard Arnason, 2<sup>nd</sup> Vice-President



For quite some time Local 1-1937 has been working with FIR to try and resolve various grievances with Mount Sicker. Unfortunately these discussions have not proved productive and nothing has been resolved as the company can't get the "deal" they want they have decided to proceed to arbitration. We are currently scheduling dates for several arbitrations.

The merge of TimberWest and Island Timberlands has been named as Mosaic rather than **TWIT**. We recently received the Award from Vince Ready where he ruled the Cowichan Revitalization Agreement is cancelled but referred the issue of remedy back to IT and Local 1-1937. IT and Local 1-1937 are to meet within a 60 day period to try and resolve what the remedy is for what's owed to members that have been affected. IT has indicated that if they do not get some sort of another Revitalization Agreement they will appeal the Award. We understand this is very frustrating to all members involved. Local 1-1937 will do our best to get this issue resolved as quickly as possible which will not happen fast enough as this issue has gone on for years now.

Local 1-1937 filed a grievance with L.R. Childs for having employees working non-union. L.R. Childs refused the Locals offer to settle this grievance and retained legal counsel. The lawyers started discussions and before long settlement offers were being made by L.R. Childs. In the end a settlement was reached where L.R. Childs ended up paying almost twice as much to settle the grievance plus their Lawyers fees. The lawyers' fees could be in excess of \$10,000.00

The Star Lake contracting out log hauling to Stonethwaite arbitration is coming up in late April. During recent discussions between lawyers, Local 1-1937 has received documents and information with overwhelming evidence that this is in fact **BLATANT CONTRACTING OUT**.

Star Lake also has a grievance for paying employees as contractors. These employees have personal companies that they get paid through. Star Lake has informed Local 1-1937 they do not want to go to arbitration on this grievance and are in discussion to try and resolve. Local 1-1937 will be looking into issues such as overtime being paid correctly and requiring proof going forward that this issue has stopped and is no longer occurring.

In recent meetings with Lyle Newton of Timberstone Logging, the parties were successful in resolving the hours of work grievance. The information was reviewed and calculated with settlement cheques being mailed out to the members.

Local 1-1937 is still waiting for the Labour Board decision on the common employer hearing with Don Bahen of Coastline.

### Organizing

Our organizing efforts are ongoing on two separate mine sites. We are still waiting for the Labour Board's decision on the Red Chris Mine appeal where the company excluded three departments from the certification and we lost by one vote. While we wait for the LRB reconsideration on Red Chris, Local 1-1937 has started resigning cards for the employees. Currently, we also have an organizing campaign underway at the Silvertip Mine in northern BC. Silvertip Mine is located approximately 16 km south of the Yukon border and 90 km southwest of Watson Lake. Recently we had Brother Clint Brooks and District 3 Organizer Alvin Lukinchuk arrive and stay at the Silvertip Mine for four days and will be attending again for another four days. So far the employees of Silvertip Mine are interested and are signing cards.

In closing, I will note that for many this is a contract year and the bargaining committee is working hard to be ready to start bargaining with Western Forest Products in April. Local 1-1937 will do our best to keep the membership updated quickly and to get the best Collective Agreement possible.

In Solidarity,

Brother Richard Arnason



# TED LEROY VS. TIMBERWEST

## By Pat Kinney, Financial Secretary



### Homelessness Update

Since our last paper the homeless situation behind our Courtenay office has been defused, as the developer for the owner has stepped up to the plate. My meeting with the various interest groups in November 2018 gave way to most parties saying it was the other guys fault for not being able to deal with the situation proactively. The Courtenay City Council must have been in contact with the owner who finally got the developer involved. I surmise that they may have used this situation as a bargaining chip for the approval process as they served eviction notices and had equipment brought in and work started by January 28, 2018 to clean up the site prepping for the new development. There was an open house, January 30, 2019 explaining that there will be townhouses going in as well as a four story apartment complex. They stated that if all goes well they could be in a position to start building the townhouses by August 2019. They have completely fenced off the area and have used an excavator to clean up all of the refuse from the site. It is good news to a most unfortunate set of circumstances for the less fortunate. Most likely the people that were there have gone to another location and the cycle begins all over again for someone else.

### Ted Leroy vs. TimberWest in Supreme Court

I have also been attending a few days of the BC Supreme Court hearing of Ted Leroy Trucking (TLT) verses TimberWest (TW). This hearing is dealing with a lawsuit filed by Ted Leroy alleging TimberWest had engineered the bankruptcy of Ted Leroy Trucking. It is forecasted to be 40 days of hearing and is open to the general public. This is an important hearing as it gives us some insight into what had transpired behind the scenes around the 2007 strike and thereafter.

Our belief, over the years, was that in order to achieve subdivision of the operations which needed the Union's approval, TW needed to put pressure on the Union; and the only way they could do that was to get out from under the contracts of the Woodlands Operators at the time, anyway that they could. This was achieved by downturn and the economic state of the world markets being at an all-time low as an excuse, with layoffs following or rate reduction as some of the tools used. Some of the Operators took the hit and managed to survive but at a diminished and subdivided capacity.

The bankruptcies that happened as a result in 2008 the year following the strike affected a major portion of our membership in the Mid-Island/Johnstone Straights area and the South Island area. Munns Lumber had a Woodlands Contract for TW at the historical Honeymoon Bay and Cowichan Divisions. Ted Leroy Trucking had Woodlands contracts for TimberWest in the Nanaimo Lakes Operation, Shoal Island and Ladysmith Dryland Sort Operations and Islands Timberlands on the South Island and at Bonanza and Johnstone Straights in the Mid-Island area.

With our members just coming off a three-month strike and only returning to work for a short period of time the first casualty of TimberWest's plan for subdividing was Munns Lumber who went bankrupt in January of 2008 after receiving a rate for a contract they could not afford. Munns Lumber later filed a lawsuit against TimberWest for bad faith bargaining and their losses which ultimately succeeded as the Courts ruled in favour of Munns Lumber.

TLT applied and was granted CCAA protection in early spring of 2008; which ultimately led to bankruptcy in September of 2008. The membership of Locals 1-80 and 1-363 at the time having come off a lengthy strike and layoffs from the bankruptcies weighed heavily on the membership. This eventually forced the Locals into an Agreement of Subdivision in all of the TimberWest Operations in order to get the members back to work. This Agreement was reached late in 2008, but it took until the summer of 2009 before a number of these Divisions would return to work. A good portion of the members in these Divisions lost their seniority, with some losing their livelihood as well, being a result of this happening.

The TLT lawsuit has specifically named some top executives of TimberWest at the time, Paul McElligott, Bev Parks and Dave Whitley, to name a few, as well as Rich Coleman who was the former Attorney General under the Liberal Government as having a part in the demise of Ted Leroy Trucking. I expect there will be many twists and turns as this proceeding unfolds. It will be very interesting to see how this develops over the next while. Stay tuned!

In Solidarity,

Brother Pat Kinney

# MEDICAL CLAIMS

## By Norm Macleod, 3<sup>rd</sup> Vice-President



Last summer, REHN Enterprises Ltd., a falling contractor at Mid-Island laid an employer's policy grievance concerning direction to employees to provide medical information to a third party, in this case, Global Total Care Inc. This is the first time in all my years that I have seen a company take the Local to arbitration. The Union won this Arbitration. The result was that the employer's policy grievance was dismissed. The company cannot require a member of the Union to provide their private medical information to a third party designated by the Company. It is not unusual for companies to contract with third parties for a host of tasks that the company is not able or sufficiently knowledgeable to perform. This does not mean an employee does not have to give medical information to their company, it just means that they don't have to give it to any third party providers. Employers are interested in keeping WCB rates down, and by using Global Total Care the Company gets some sort of lower WCB rate. If you choose not to, you don't have to have any communication with Global Total Care.

Some bad employers may try to persuade or coerce you not to file a claim, in order to save the company money. Be aware that it is illegal for the employer to threaten punishment or to discriminate against you for filing a claim or forewarning about an unsafe workplace.

There is an interesting article you can read from Harrison O'Leary Lawyers firm which gives advice to workers who are injured at work. Their website is at [www.harrisonoleary.com](http://www.harrisonoleary.com). The following is some of what Harrison O'Leary has to say on this topic:

### **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. *(Its legal name is still Workers Compensation Board of BC. When the Liberals came to power they largely dismantled many of the safeguards and benefits for injured workers. As part of that attack on workers' rights, they started to call it "WorkSafeBC" which, in our view, shifts the emphasis for safety to workers rather than where it should be, with employers. When they rename it "SafeWorkBC we will go along with it.)*

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.

**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. 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.

Harrison O'Leary notes that you should create a paper trail and think in terms of what you will need in the worst case scenario: if your claim is denied and you end up having to do a WCB appeal. Filing reports, seeing your doctor, making notes to yourself, keeping a calendar of doctor's visits, shifts worked and days when your symptoms were particularly bad. This will help document your claim and will also help refresh your memory when it is time to give evidence in your appeal. Evidence made at the time of the injury and symptoms (such as your calendar or diary notes) have much greater weight than your evidence a year later when you are just trying to remember.

Working if you are injured will do you no favours. Not only may your condition continue to get worse if you don't take the time to get proper treatment, but the WCB will take your attendance at work as proof that there is nothing wrong with you. The WCB has a hard time believing that people work when they are injured. If you are injured, go and see a doctor right away. If treatment is recommended or if your doctor tells you to take time off work, do it!!

See your doctor regularly and if offered modified duties take the modified duties form to your doctor and make sure they understand what the duties consist of. If your claim is denied, you have the right to appeal.

In Solidarity,

Brother Norm Macleod

# NORTH ISLAND REPORT

By Dan Jorgenson, Business Agent



It feels like we are in a holding pattern. I have one arbitration out of Nimpkish that will make five. It is an Article XXV grievance. It has been before Vince Ready twice. There have been several hold ups moving forward, such as one WFP lawyer passing away, and dates being moved back due to people having illness. The WRAP AND SPLASH technological change grievance is coming forward in April. Meanwhile approximately 30 USW 1-1937 members on lay off from three dryland sorts on the North Island go without work.

The Englewood Forest Operation is expected to be back to work on March 18, 2019. I was on a conference call with WFP on March 12<sup>th</sup> when the Ministry of Forests rep said that WFP has sent in four cutting permit applications since they shut down the operation November 16, 2018. That's one per month. On the conference call the question was asked, "what is the average number of cutting permits sent in?" The reply was one every 2 weeks. That's eight and a half permits; better than the WFP's record of 0 cutting permits from January 1,

2018 to November 16, 2018. In the town hall meeting in Woss last fall I asked what the company was going to do differently during the shutdown. The reply was to work hard with our First Nation partners to get this permitting issue straightened out. WORK HARDER is my reply! If what they are doing is not working change the tactic. On the conference call Roger MacDougall, HR Director for WFP, said that there are not enough permits coming in and that WFP Englewood Forest Operation will have another short year. I shout WORK HARDER!!!! Try the technique that works for all the other forest operations and all the other companies..... go straight to the BC Forest Service and have them help. The rumour mill says my old road construction crew at Englewood Forest Operation may be out of work by the end of July.

Sorry guys, the company has the right to manage.... and mismanage.

In Solidarity,

Brother Dan Jorgenson

# ALBERNI TO NANAIMO

By Glen Cheetham, Business Agent



## Alberni Pacific Division (APD)

As of this writing APD has two shifts left before they go down for a month, WFP announced this the day after bargaining dates had been firmed up, citing poor markets. Amazing timing, we didn't see that one coming says no one. There was a scary incident at the mill in early March as a loaded B Train lumber truck ran away from the upper parking lot. The truck made it across the industrial road, going down a loading ramp before coming to rest in the timberdeck area of the mill. The driver witnessed this nerve-racking incident from the shipping office with the shipper. Fortunately there were no injuries but this had the potential to be much worse.

There was another unnerving logging truck incident in downtown Port Alberni on February 25<sup>th</sup> on Stamp Avenue. A loaded logging truck driving too fast, came around a corner and rolled over sending a passing car shooting across the road as it spilled its load. Again, it was very lucky there were only minor injuries in this incident. The whole thing was caught on a dashcam a few cars back and it showed

the truck had almost lost it a few minutes earlier on another corner. This is a certain reminder to be careful out there on the roads. It wouldn't be a surprise if this young driver was feeling pressure to get more loads.

## SAN GROUP

Since the last newsletter, the San Group has started to bring in conveyors, booths and other components to start building their new facility on the paper mill site. Things are starting to come together by the looks of it. Nice to see, considering WFP has a knack of putting everyone in a negative mindset.

## Golf Tournament

Once again the Local will be putting on a golf tournament at the beginning of June in Port Alberni. As we get closer to the time, we will have more information for people to sign up. Check on the USW 1-1937 website.

In Solidarity,

Brother Glen Cheetham

# LOBBYING REPORT

By Brian Butler, President



Recently I was at the legislature for the government opening in February and was advised by the Premiers office that they do indeed plan to implement changes that will ensure our successorship rights when Tree Farm Licences (TFL's) or tenure that our members work on are sold between companies or transferred by government to another entity, including to First Nations as part of reconciliation. We have been pressing this government on the issue since they took office, so it was great to hear we are being listened to and supported on such an important issue. We are advised it will take some time to make all the changes necessary as language in the Labour Code and a number of Acts will need to be changed to ensure the effectiveness of the amendments.

We continue to press government on the need to create an office of a Jobs Protection Commissioner in order to ensure jobs are protected in all areas of the Province, including the WFP Somas Division and WFP Alberni Pacific Division in Port Alberni that continue to be idle or underutilized and without significant investment for years. Having a government body that can review the situation and make recommendations or directives to ensure those sawmills are viable and sustaining jobs for the Alberni Valley, is needed at this time.

We also continue to press for the inclusion of automatic certification in organizing drives to be a

part of the changes being planned for the BC Labour Code which will come in the spring sitting of the legislature. It is clearly time to give every worker the right to join a Union without the intimidation from employers that almost always finds its way into a campaign.

When a majority of workers make a choice to join a Union by signing a Union card, no employer should be allowed to intimidate the workers through disinformation and threats and then have the workers vote again at a ballot box. Employers do it because they can and for their own selfish reasons of not wanting workers to have a say in the workplace. Its time for the workers to make decisions in their own interest.

We urge the government to listen to workers when making decisions on Labour Code changes, as workers have first-hand experience in knowing what is best by having 16 years of living with the companies version of what is best.

In Solidarity,

Brother Brian Butler



USW lobby meeting at the BC Legislature from (L): Norm Macleod, Mike Duhra, Rod Park, Joanne Sheridan, Minister of Forests Doug Donaldson, Richard Arnason, and Brian Butler



Brian Butler and Premier John Horgan

# SOUTH ISLAND REPORT

## By Dusty Palmer, Business Agent



### Texting, Emailing, and Communication

Today we use phones, emails, assorted chat applications and sometimes video conferences in order to communicate with others at work or in your personal lives. There has been a huge amount of change in the last decade in the way we interact with each other. There seems to be something new at our fingertips every few months.

We could all tweak and hone our personal communication skills in today's constantly changing world. Some are gifted at speaking or writing clear messages and others like myself, need to work at it. Whichever group you fall into, the better your skills are the more efficient you are at work, the fewer misunderstandings you have with others and the less mistakes you will make due to having to correct written error or miscommunication.

Group texting is an area I see a lot of misunderstanding occurring. A missed word or a typo can change the entire meaning of the message. Also, everyone's style is different and will reflect their own personality so take that into consideration and be aware of what you are sending in order to help with a smooth delivery. We want to be able to network within our Union and our worksites in clear and concise ways without the message being bastardized. Practice communicating better to put across your ideas clearly, it may be worth your time.



Using acronyms and informal language is okay to use with a friend but some people will have no idea what they stand for. For example, the odd person may think WTF means "well that's fantastic". If you do not know those you are communicating with closely, then do not assume they will know what the acronym means. Be aware of who you are speaking to/with and keep that in mind when you are trying to get your message across. It never hurts to check your message over before you send it either to ensure it is as you meant it to be.

### Note Taking

Write things down. Take notes when you are talking on the phone or while you are at a meeting. I have never thought, "Gee, I have taken too many notes." It will allow you to remember what was said without relying on your memory. If you have been involved in an incident at work or are required to give a statement, you will want to mark down everything that happened as soon as you can to keep your statement accurate. Clarify if necessary what others have said to make sure that you understand what was being said.

Learning more about effective communication benefits everyone by helping us to achieve our goals successfully. Whether your goal is simply to broadcast a short message or if it is to convince a group they need to perform a specific task; clear and concise communication will help your interactions with co-workers, managers or friends.

Our Local Union is looking at a group text messaging system in order for specific work groups to be able to receive updates on issues affecting the Local, such as bargaining. If the program is suitable we will keep you informed about its usage on our USW Local 1-1937 website. Keep us updated with your current cell phone number.

In Solidarity,  
Sister Dusty Palmer



# PORT MCNEILL REPORT

## By Shelley Siemens, Business Agent



### EDUCATION

We have a great year of education planned for all of our members this year. After having a successful run at CLC Winter School this past November and December, we are looking forward to delivering more courses throughout the year. In order to do that, we have added four new facilitators to our team.

Please welcome John Binng, Aaron Henry, Laura Boyle, and Nolan Paquette to the education team along with previous facilitators Clinton Brooks and Jason Cox. We know they will make your education experience productive and meaningful.

### NEW MEMBERS COURSES

The USW New Members Courses will be happening this year in the Mid-Island and the South Island regions. The course is a great opportunity not only for new members to learn more about their Union, but for any member who is interested in learning more about the functions and the benefits of belonging to the Steelworkers Union.

It is an excellent source of information to inform our members of what is available to them as a Union member, as well as touching base on the history of

the Steelworkers Union. This will allow any member to grasp a better understanding of the USW structure model and give our members an opportunity to have questions they may have about their Union answered by one of our USW representatives.

### SHOP STEWARDS I & II COURSES

Shop Stewards Level I and Level II courses are planned, and we are also working on having an advanced grievance course in the mix.

### HEALTH AND SAFETY COURSES

Health and Safety is important to our Local, and this year we are bringing you several Health and Safety courses. Risk Assessment, Harassment and Bullying, Introduction to Health and Safety and Incidents and Investigations, to name a few.

We are excited to see you at these courses, make sure you talk to your Unit Chair, and your Business Agent to see how you can sign up. Our course calendar can also be found on our Local 1-1937 website under the education module, so check it out and let your Business Agent know you are interested.

We have a very active facebook site, so make sure to like our facebook page at: USW1-1937 and stay informed.



In Solidarity,

Sister Shelley Siemens

### **Health Tips of the Day**

- Start your day with a glass of water. Water gives you a healthy start because it helps in the proper circulation of nutrients in the body. Water serves as the body's transportation system. (Truweight blog) This is an easy one to start you off.
- Maintain a healthy body weight. The right weight for each of us depends on factors like our gender, height, age, and genes. Being overweight increases the risks of a wide range of diseases, including diabetes, heart diseases, and cancer. The excess body fat comes from eating more than we need. Physical activity helps us spend the energy, and makes us feel good. The message is reasonably simple: if we are gaining weight, we need to eat less and be more active! (eufic.org)
- Copy your cat. Do stretching exercises when you wake up. It boosts circulation and digestion, and eases back pain. (Health24.com)



## On the Move By Shelly Rickson, Camp Chair



During the Local Annual Delegated Meeting in Nanaimo last month, the USW 1-1937 Woman Of Steel Committee ran 50/50 draws to raise money for Haven Transition House in Nanaimo. Due to the hard work from our sisters and **a big thank you to all** for purchasing tickets, we were able to raise \$1,112.00! In turn USW Local 1-1937 and USW District 3 each matched the amount raised on the 50/50 draws for a grand total of \$3,336.00. A cheque in that amount was proudly delivered to Haven Society March 2, 2019.

Haven Transition House (purchased by Haven Society) provides shelter for women of all ages, who have been physically, sexually and/or emotionally abused and for their children. They provide a range of programs and services including information, counselling, crisis support and advocacy services for women, children, youth and families who are experiencing physical, sexual, and/or psychological violence in their lives.

USW 1-1937 Woman of Steel also run Purses for Poverty Campaign, now a yearly event. We collect new and used purses, gloves, scarves, toques, socks and add a large variety of toiletries to these bags and give them out to the less fortunate and homeless. We are always grateful to collect and receive these items throughout the year, as it is an ongoing campaign. This year all of the filled purses were donated to Haven Transition House in Nanaimo on March 2nd. The organization was extremely grateful as they put similar packages together for families that come in for refuge, most times with nothing but the clothes on their backs. It is a boost to help these families get back on their feet. Much gratitude and thanks to all of the Brothers and Sisters who donated items that allowed us to provide dozens upon dozens of filled purses to those in need.

During the important Nanaimo By-election, WOS volunteered their time doing call outs, door knocking and helping get people to the polls. Every vote counts and it was a victory for the NDP having Sheila Malcolmson elected as the Provincial Nanaimo MLA.

International Women's Day, March 8th, was a day to recognize women's achievements and acknowledge the many challenges we continue to face. Sisters participated in various communities throughout the

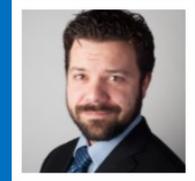
Local. From February 9 to March 30th, the Cowichan Valley hosts an International Women's Day Festival. Duncan held a One Billion Rising Rally on the 8th and on March 9th a Women's Day Rally. Our Sisters set up an info tent to engage with the public and share awareness of what activities our committee performs and who we are. On March 16th there was a 'How to Lead' seminar which Sister Gillian Tew took part in. We will continue making our communities stronger.

In Solidarity,  
Sister Shelly Rickson



# BULLYING AND HARASSMENT

## By Steve Rogers, Lawyer



### Bullying and Harassment

Most members of this Union know by now that they have the right to a workplace free of bullying and harassment. But many members may have difficulty knowing what type of workplace action falls under these definitions and what they can do if they feel bullied or harassed.

Part of the problem is that many employers are failing to take the appropriate steps to prevent bullying and harassment. Indeed, the Union has discovered that some employers are not even meeting the bare minimum obligations required by the applicable collective agreement or the Workers' Compensation Act and Regulations.

Most of the Collective Agreements bargained by your Union will contain a definition of harassment and an obligation on your employer to keep the workplace harassment-free. For example, the FIR Coast Master Agreement and the WFP Agreements both define bullying and harassment as:

"Any inappropriate conduct or comment by a person towards an employee that the person knew or reasonably ought to have known would cause that employee to be humiliated or intimidated."

In practice, some harassment is obvious, while other examples can be more subtle. For example, a repeated effort by a supervisor to impede or undermine a member's work could be harassment, even if an individual instance would not seem particularly egregious. On the other hand, not every criticism, insult or conflict that happens in the workplace can be called harassment. As one Arbitrator said:

"Harassment is a serious word, to be used seriously and applied vigorously when the occasion warrants its use... It should not be trivialized, cheapened or devalued by using it as a loose label to cover petty acts of foolish words, where the harm, by any objective standard, is fleeting. Nor should it be used where there is no intent to be harmful in any way, unless there has been a heedless disregard for the rights of another person and it can be fairly said 'you should have known better...'"

It is important to understand your rights, both under your collective agreement and Worksafe regulations. For example, the Coast Master Agreement requires employers to provide instruction, training, information and supervision **and** to provide a workplace free of

harassment and/or bullying. WorkSafe requires employers to create a policy that includes a harassment complaint and investigation process, and to implement preventative measures. WorkSafe requires employers to clearly communicate that policy to all of its employees and review the policy every year.

If you feel your employer is not doing enough to prevent bullying and harassment or failing to adequately train its employees on bullying and harassment you should contact your Steward or Business Agent. This is likely a breach of the Collective Agreement and should be grieved. If you are being harassed, contact your Union and then report the harassment to your employer in accordance with their policy.

In Solidarity,

Steve Rogers, Victory Square Law Office



# DUE DILIGENCE

## By Aaron Henry, Shop Steward



Over the last eight years one thing rings true to me while dealing with management; consistency and chosen wording and phrasing. We recently went to arbitration over the implementation of less than full-time hours on a shift that was created by management solely. No feedback or vision from the Shop Committee was utilized during the creation of the shift. When the shift was implemented, we strongly disagreed with the parameters of it. Unfortunately, nine years preceding this, they implemented a revision that changed regular 12-month workers into 11-month workers, with the excuse of budget restraints.

When the notice came out we did not contest this. Due to not contesting the change, 9 years later when they created a 10-month shift, it became an accepted practice to have a "part-time" or less than 12-month position to be the norm in School District #79.

During our recent arbitration, it turned out that one of our own members turned over communication (personal texts) to the management team to strengthen their case against our Union. Everything comes into play in these cases; wording, phrases, messages. When replying to management know the implication of what you are speaking on; realize the context and how it could affect others in the future. We are now in a predicament where our 12-month workers have a crack in the workforce that creates a classification of less than full-time work, which was once there. These employees who can pick up extra work to give them 12 months employment (working during their directed August layoff) are deemed as volunteering for "extra" work for the month of August. The work is there, it's even in their own department!! They should be classified as 12-month workers.

Now, since they are deemed and classified as 11-month employees, (who have the choice of working 12 months) financial institutions only can base their lending power on their guaranteed shift of 11 months, the insurance providers are based on 11 months so in turn even though a employee works 12 months there is less protection or benefit to a employee or full utilization of lending power to provide for their families. When an employee who works eight hours per day, 12 months per year can be reduced with a pen stroke to a classification of an 11-month worker, when they are still working 12 months a year, something is wrong! When an

employer is directed to declare any members who work during a layoff as VOLUNTEERING, there is a problem. If you are called to work it goes by seniority. It's simple, we follow the premise of our Union; SENIORITY. When the top senior member is called off of a layoff, for 'extra' work there are choices. They can work, take holidays, or take leave without pay if granted. The scheduler works their way down the seniority list, by seniority to offer employment. All of these employees, on approved leave, who take the extra work would have been 12-month employees. Our managements volunteering language is ridiculous in this day and age. Seniority gets you work; if there is no work, the junior is off, and the senior is working. The acceptance and implication of this by the employer is in complete disregard to the security of the employee's future. Over the years, our 12 month workers in question have worked just that, 12 months. Now this sector is reduced to a week layoff in spring, winter and a month off in August. This reduces building maintenance and servicing, cleanliness of the schools, and overall building preservation when the students are out.

Some comments routinely heard in the past from managers are; "reduce your standards," "your standards are too high," "we will worry about it later," "just do what you can," "the district may or may not have the same standard as you", or most recently heard from a manager when asked about cleaning products, "honestly I just don't care". This is the reason why some of our members feel degraded and undervalued. When did our publicly funded service become an option to undervalue the importance of stability for our members and the structures owned by the public? It's a sad state when stability to family living is reduced along with the quality of service for our children.

In Solidarity,  
Brother Aaron Henry



# SAFETY FIRST

## By Jack Miller, Safety Director



I hope you all are having a great start to your 2019.

This will be a challenging year for our members. It is a constant struggle maintaining jobs for workers in the forestry sector. The major licensees in this province are constantly looking for ways to do away with employees' jobs.

With companies continually striving to find new ways to replace workers with machines, and their constant abuse and lack of respect for negotiated contracts, we find ourselves butting heads with them all of the time.

One area we have to hold their feet to fire on is Health and Safety; it is not up for negotiation! The only way we can make sure that our worksites are safe is by keeping our members informed of their rights and responsibilities.

We all have to make sure workers are reviewing Occupational Health & Safety training, not only the training required by legislation/regulation, but a program that is consistently providing training to upgrade our members to higher levels. Our Education Committee, spearheaded by Sister Siemens, especially on the Health & Safety aspect, are doing a great job on providing the basic as well as advanced training.

It is great to see the number of new and younger faces getting involved at all levels of our Local Union. Whether it is a Level One Stewards in Action course or an advanced Accident Investigation training session, the new faces are showing up.

Our challenges in Health & Safety may vary somewhat from job to job; tech change and new and evolving work add new hurdles to overcome, but one thing remains constant: You and I, Brothers and Sisters, are the ones who must make sure that everyone has a safe place to work. We are the ones that must make sure our Brothers and Sisters receive

proper job training so they can do their jobs safely. We are the ones that have to identify new hazards that are constantly popping up due to new harvesting methods or company policy changes. We are the ones that have to say NO, this is unacceptable if need be. We are the ones that have to make a difference.

It is fine for a company to have a wonderful slogan like, "NO LOG IS WORTH GETTING HURT FOR" or, "ACHIEVING A HIGHER STANDARD". While those logos look great to the C.E.O. and the shareholders they mean very little to the worker who is under pressure to do more, or to push the limit just a little bit more. Do not be afraid to say NO this isn't safe! You have the right and you will have the backing of your Local.

We should never have to see a worker or workers die before we have to change a job procedure to make it safe. Everyone can be proactive. We should never have a worker or workers seriously injured or sustain life altering injuries due to new harvesting methods. Yet it continues to happen, with little or no consequences to those responsible.

We cannot depend upon regulatory bodies to keep us safe. Only you and I, Brothers and Sisters have that ability. We have to continue to fight to make every workplace safe. We have to continue the battle to hold those accountable who should be, just as they try to make every worker accountable for every incident.

Please get involved with our Local Union. Get involved in your Camp or Shop Committee. The training is there for you now more than ever. I look forward to seeing more new faces this year.

**LOOK OUT FOR YOUR BROTHER  
LOOK OUT FOR YOUR SISTER  
STAY SAFE!!**

In Solidarity,  
Brother Jack Miller

# SHEILA MALCOLMSON WINS NANAIMO BY-ELECTION



The BC NDP has held on to a seat in Nanaimo, with a Victory in January's By-election. Former MP Sheila Malcolmson won the seat by a long margin, getting nearly 50% of the vote.

"Apparently governments don't usually win By-elections," Premier John Horgan told a cheering crowd, noting the historical trend that regularly delivers By-elections to opposition parties. "But with a candidate of Sheila's calibre and the hard work of people in this room and right across the city we have returned a New Democrat to Nanaimo, the project continues, the government is on its way." (Global News).

March 1st, Sheila Malcolmson joined USW Local 1-1937 at our Local Annual Delegated Meeting and was very well received. She graciously thanked the volunteers that worked hard on her campaign, and commended those who worked long hours door knocking and doing call outs in order to get people informed and to the polls. We know Sheila will continue to work hard on getting positive results for people right here on the Island. Congratulations Sheila!!



# LOCAL 1-1937 RETIREES

## DECEMBER 1, 2018 - MARCH 1, 2019

Belcher, David	WFP Cowichan Bay
Bialy, Bud	Strong Back Timber
Doherty, Joseph	School District 79
Fox, Jack	WFP Chemainus
Hagg, Doug	WFP Gold River
Kennett, Calvin	School District 79
Klatt, Gordon	WFP Holberg
Langdon, Gerry	Seaside Trucking
Little, Gary	Franklin Operation
MacGregor, Roseanne	Strathcona Regional District
Manhas, Harbhjan	WFP Chemainus
Mann, William	School District 79
McDonald, James	Howe Sound Pulp and Paper
Mellow, Gary	Lemare Lake Logging
Morris, Mark	Island Timberlands Northwest Bay
Nicholson, Harold	WFP Port McNeill
Parnell, Christopher	Terminal Forest Mainland
Pedley, Larry	WFP Jeune Landing
Peers, James	Sechelt Creek Contracting
Peters, Dan	Hayes Forest Service
Raga, John	Island Timberlands Northwest Bay
Rindero, Roger	WFP Duke Point
Sander, Surjit	Goldwood Industries
Scott, Thomas	WFP Port McNeill
Shaw, James	Kaatza Logging
Sidhu, Sohan	WFP Cowichan Bay
Williams, Morris	Skeena Sawmill



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

# WAGE & CONTRACT CONFERENCE & LOCAL ANNUAL DELEGATED MEETING 2019



CSD Shop Steward Peter Hall and Business Agent Chris Cinkant



Minister of Labour Harry Bains addresses delegates at the LADM



Executive Board Meeting



Sandra Banister reported on Labour Code changes

# WAGE & CONTRACT CONFERENCE & LOCAL ANNUAL DELEGATED MEETING 2019 PHOTOS



District 3 Director, Steve Hunt and Financial Secretary, Pat Kinney



Administrative staff with Premier John Horgan



Dan Bingham, Cowichan Woodlands



Executive Board Member Jason Cox

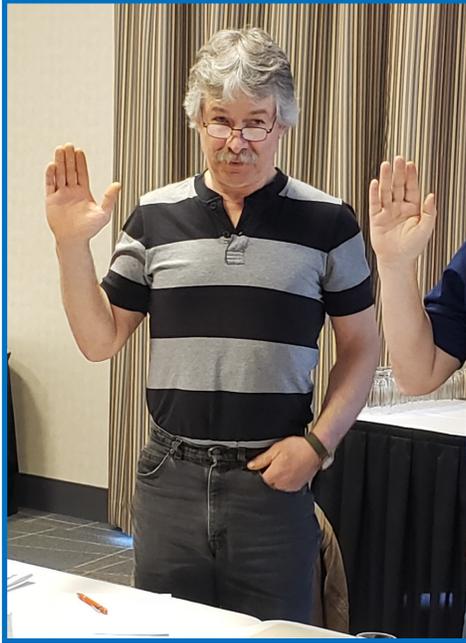


Rojealio Aguilera, Terminal Sawmill



Business Agent Glen Cheetham, Ron Spencer and Brian Fletcher

# MEMBER PHOTOS 2018



Adolf Lubke being sworn into position of Executive Board Member -Ward Area #1 (Haida Gwaii, Terrace, Kitimat, Prince Rupert)



John Binng being sworn into position of Executive Board Member Ward Area #12 (Port Alberni)

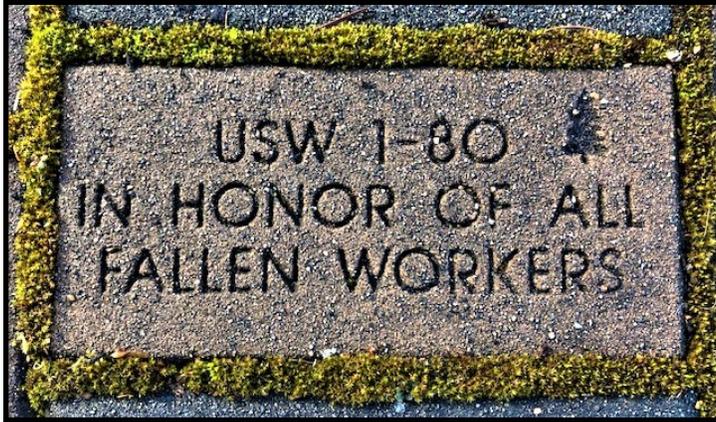


Two of Playtime Casino Bargaining Committee Members/Shop Stewards : Deanna Grono and Charlie Maclean



(front) Shop Steward Aaron Henry

# BLAST FROM THE PAST



A brick from our Local (previously 1-80) at the Forest Workers Memorial in the Town of Lake Cowichan

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Rob Kernachan, Chemainus Sawmill 1982

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Doman Nanoose Division: Last day of Operation before closing down in 2002

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***USW 1-1937 Women of Steel are assisting with the Lake Healthcare Auxiliary Society Fundraiser. Proceeds go to the Cowichan and District Hospital Equipment wish list.***

# ***Beer and Burger Night***

**In support of the Lake Healthcare Auxiliary Society**

**May 25, 2019, 3 - 9 pm**

**Held at the Riverside Inn**

**56 North Shore Rd., Lake Cowichan, BC**

**Selection of Burger (Beef, Chicken or Veggie) Fries Included**

**Choice of Beer, Wine or Cider**

**50/50 Draw & a Silent Auction**

**Local Band Jack & Jay Starting at 7 pm**

**Tickets: \$30 Per Person**

**Contact: Lynn (250) 749-3706 or Cathy (250) 749-4944**

