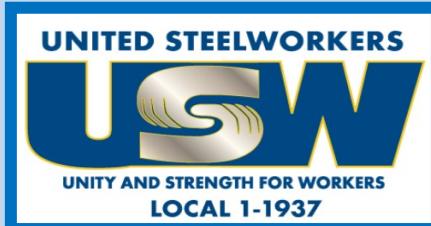


SOLIDARITY NEWS

OFFICIAL PUBLICATION OF USW LOCAL 1-1937
SPRING 2021



Senior members at WFP Cowichan Bay Division took advantage of a Government Retirement Allowance Program geared toward opening job opportunities for younger workers. **Nine USW (IWA) Local 1-1937 members representing 394 years of service in the Union and Industry are retiring before the end of April.** Pictured, left to right are Brothers Doug Cross (49 years), Doug Hodding (28), Rick King (49), Don Smith (41), and Jim James (45). Missing from picture are Karnail Atwal (49), Sylvia Catchpole (45), Colin Briffett (45), and Rod Fortin (43). Congratulations to our Sister and Brothers on their long and dedicated careers. You will all be missed. We wish you all long, happy and healthy retirements. You certainly deserve it.



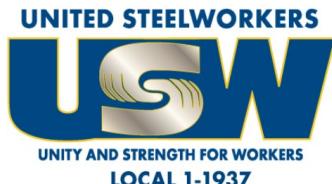
INSIDE

Cover page

Page 2	Table of Contents
Page 3-6	President's Report
Page 6	Kinney Report
Page 7	South Island Logging Report
Page 7	Mainland Sawmill Retirees
Page 8	Cinkant Report
Page 9	Wood Council
Page 10	North Island Report
Page 10	Port Alberni to Nanaimo
Page 11	South Island Report
Page 12-14	Port McNeill Report
Page 14	Mid-Island Logging Report
Page 15	Never Forgotten
Page 15	School District #79
Page 16	Paid Sick Leave
Page 17	Member Photos
Page 18	Education
Page 18	Welcome to USW

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



It is with deep sadness that I open my report by informing our membership of the passing of Brother Chris Bohn. Brother Bohn tragically died in an accident near Gold River on March 1, while performing his job as a faller for Cypress Creek Logging. Our deepest sympathies and condolences go out to his spouse, children, friends, and co-workers. Our thoughts remain with all of you during this difficult time.

The Union's Safety Officer, Brother Chris Cinkant, reached out to the USW National Office's Emergency Response Team (ERT) and asked Brother Jim MacIntyre to be a support and resource for the family. Working with Cypress Creek and Western Forest Products representatives the Local ensured that the Employee & Family Assistance Plan grief counsellors were engaged to support the family and any member who needed their help.

I encourage all members and their families who would like assistance in coping with this tragic event to contact the Upper Island Counselling Service (UICS). Please do not hesitate. The service is confidential and free and it is there to help. A UICS counsellor can be reached at 250-287-2266 or toll-free at 1-866-789-2266.

On March 2, following on-site investigations by the RCMP and WorkSafe BC, six people from Cypress Creek and two from the Local Union including Business Agent Jason Cox and Local Safety Director Jack Miller held a joint Company/Union investigation into the accident in order to determine the cause. It is our hope that WorkSafe Investigators speak with the Company and Union to ensure there is consensus on what happened.

USW/HFN Memorandum of Understanding – Reconciliation

The Union has been in discussions with the Huu-ay-aht First Nation (HFN) elected Chief Robert Dennis since 2018 regarding mutually beneficial plans to involve more HFN citizens in forest industry jobs within TFL 44.

Chief Dennis's vision was to draw HFN citizens (who had moved away from HFN's territory) back to the area, with the opportunity of jobs and housing. Brother Richard Arnason and I worked for a good part of 2020 with HFN representatives to make HFNs vision a reality, while ensuring our members

had good opportunities as well.

The plan centered on acquiring the undercut that could be lost to our members in 2021 if the government redistributed it to other parties. If that was achieved by jointly lobbying the Forest Minister, the volume would be logged by USW members rather than by non-union contractors.

Keeping the work in-house allows HFN to use some of the profits from the undercut to generate enhanced training opportunities and facilitate retirement incentives for USW. This Memorandum of Understanding (MOU) is a very important first step in starting the process. The parties will now jointly lobby the government for the undercut rights as well as for severance compensation for the thirty (30) positions lost when TFL 44 was reduced after the Maa-nulth Treaty was reached between the government and HFN. The Union has been seeking the severance pay from the government since 2015.

The parties will also work together on an agreement that identifies the size of retirement incentives, a comprehensive training plan, and other compensation details. When reached, these follow-up agreements will be reviewed with the Woodlands Contractor crews and are subject to ratification. Prior to this, the parties will have to jointly identify and agree upon vacant positions, that First Nations citizens are able to fill within the bargaining unit. The parties will also develop a compensation for current members who may forgo filling a vacancy in this process.

Working with the HFN on these issues is an important step for reconciliation and in advancing the interests of both parties. We will update the membership as we progress with our joint lobby efforts and achieve the next steps in the process.

Securing the Working Forest – USW/COFI Work Together on Old Growth

Our Local Union has joined forces with Industry to best achieve our common goal of ensuring there are no further government deferrals of mature forests (old-growth) out of the timber harvesting land base.

Both the Union and the Industry are concerned the rhetoric, misinformation, and tactics of environmental non-government groups (ENGOs) who want to erode timber harvesting rights, which would have

President's Report (cont.)

huge negative implications on employment and the viability of the industry. These environmental organizations are largely funded by individuals and organizations outside of Canada who seek to influence policy here in BC.

The USW Wood Council and the Council of Forest Industries (COFI) have been working together to help ensure the government has the necessary facts and is guided by science and not being driven politically by the marketing campaigns of ENGOs. We also want to see government hold its consultations on the Old Growth Report with all stakeholders at the same table to allow stakeholders to hear each other and dialogue together. It is the only way to allow for full understanding and transparency of all viewpoints. Consultations that are held separately we believe will not be effective in finding solutions that are durable.

The decisions that government makes regarding the Old Growth Report, following its consultation process with First Nations, workers, industry, and rural communities are critical to ensuring a healthy and sustainable forest industry. It is for that very reason that First Nations, workers, industry and communities are depending on the government to get the process and the facts right, or the results could be catastrophic for all involved.

USW Wood Council Local Union Presidents in BC met with the new Forest Minister Katrine Conroy on February 3 and I was pleased to hear the Minister suggest the government is in a better position to address our concerns now that they are a majority government.

We advised that the Old Growth Report review must take into account all of BC's forests including all Crown forest land, parks, protected areas, and special management zones, and not just coastal old-growth forests. The approach must also be guided by science-based principles and not by emotion or personal wants.

As part of this review, we advised that it is essential that the government ensure the inventory and analysis of our forests is completed before any government policy change is made and that it is imperative that there be a complete analysis of the socio-economic impacts before any changes are considered.

Creating certainty and making the right decisions takes time and we urge the government to listen closely to those on the ground in the forests doing

the work. As already noted, getting it wrong can have negative consequences that will do nothing but harm anyone who earns a living directly or indirectly from the forest industry.

The USW and COFI have secured a joint meeting with the Minister on March 23 in which we hope to focus on what we believe are keys to a successful process and outcomes from the Old Growth Review.

Letter Writing Campaign

The Local Union has been encouraging members and their families and friends to send letters to the Premier and Forest Minister to let them know that logging old-growth timber (OG) in the working forest needs to continue. The letter urges the government not to make any more deferrals of OG until full consultation takes place over last fall's OG Report, and then only if it is determined to be necessary for scientifically-based reasons. We strongly believe that environmental groups are manipulating data and making emotional and not science-based arguments, in their pressure tactics on the government to end old-growth logging.

Congratulations to our members and their families who have done well in sending over 1000 of these letters to date. However, we need to do more to let the government know we want a fair process that considers all protected areas in BC.

We have far more than 1000 members within our Local, so if you are a member or family/friend of a member who has not participated to date, please make sure you do. You can go to www.usw1-1937.ca and send a letter right now.

The Local Union will be posting a revised letter for members to send to the government in support of our argument in the coming weeks. When you are notified by email or text, please take one minute to send the letter, as that is all it takes to ensure your voice is heard by the government.

While we are doing our part, **Jeff Bromley, Chair of the USW Wood Council** has reached out to other Wood Council Locals to join the campaign and send as many letters to the government as possible from across BC. We want to demonstrate to the government that USW members and their communities support logging the profile of our sustainable forests, which includes the logging of old-growth timber.

We hope to be soon sharing some important facts with you on OG harvesting and how sustainable

President's Report (cont.)

harvesting is helping the environment.

Successorship Rights

In follow up to my last report, the issue of Successorship in tenure and volume transfers in the forest industry was finally raised with the new Forest Minister on February 3. Our meeting, which was the first one since the Minister was appointed late last year, went well and was encouraging, but was too brief to get into a full background and review of our concerns. Following that meeting, I am putting together a brief for the Minister so that she has a detailed background on the issue and a fuller understanding of the impacts to workers going forward if no changes were made.

We made it clear that it is high time that our workers do not lose their jobs and collective agreement rights, simply because government approves tenure or uncut volume transfers between parties. The government when operating in a minority position, addressed serious concerns from labour regarding successorship rights in contract flipping. This was the right thing to do, as workers in healthcare were losing their job every time a contractor was replaced in a healthcare facility.

It is no different in the forest industry. We are asking the government to ensure that when land is sold or transferred for any purpose, including where treaty settlements are made, that workers' rights need to be protected under the Forest Act and Labour Code. The Union noted to the Minister that harvesting work can still be contracted out by the new owner, but if a Union certification and contract are involved, the contractor would be a USW contractor instead of a non-union contractor. This way everyone's rights are protected in these circumstances.

The Local Union also had a conference call with the Labour Minister Harry Bains on January 28, in which we addressed the Successorship issue as well as automatic certification (card check), which we feel is necessary for workers to have a fair way to organize themselves into a Union.

The current system suppresses workers' rights which are borne out in Union certification rates. When the BC Liberals formed the government in 2001 and eliminated card check-in organizing drives, employers' interference increased to a very high level. Our straightforward and clear position is that employers should not be allowed to interfere with a worker's right to belong to a Union in any way. If the government changed back to when a worker signing a Union Card, was all that was needed, to indicate

they wanted to belong to a Union, it would level the playing field for workers. Currently, workers have to first sign a card which says they want a Union to represent them; then face a week of threats directly from the Company or from a co-worker that the Company uses to spread threats; then the worker is forced to engage his employer face to face in the workplace when they get their ballot to again indicate they want a Union to represent them. It is unfair and has been tilted to the employer for far too long.

We are hopeful that now that the green party is no longer an influence on a minority NDP government, the now majority government, will support fairness for workers and implement a card check.

WFP Employee Engagement Survey

Recently I was contacted by **Jennifer Foster Senior VP, Human Resources & Corporate Affairs** regarding WFP's plan to have an independent organization conduct a confidential Employee Engagement Survey. Being such a large company; one that influences so much of the Coastal Forest Industry, I have long thought and expressed to WFP, that communicating with and listening to our members is an important part of improving the business and our labour relations. I am advised that a key goal of the survey is to improve the workplace, which is always welcome. Our members have years of experience and valuable insights into their workplaces and the business as a whole that should be accessed and considered when a decision is made. It would be for the benefit of both parties.

Each of WFP's operations (which all evolved from different organizations) has a unique culture of its own. Some operations such as those that started as Mac-Blo and then Weyco, developed their culture very differently when it comes to how employees were treated, while other unique cultures developed under Doman, Canfor, and Canadian Pacific. All of these workplaces are now a part of WFP and the Union has long advised that their most valuable asset is their employees (our members), who have knowledge and experience, that is wide and deep.

Depending on the history and the culture in an operation, our members' ideas and concerns have not always been welcomed, which is why it was good to hear that WFP wanted to conduct a survey with an outcome potential being the positive improvement of our members' workplaces. It is my hope, that by WFP engaging its employees, listening, and acting on their ideas and concerns,

that these workplaces will become better places to work, safer, and more productive.

I have been assured that the survey will be confidential so that any comment or suggestion made by a member is not known to WFP unless the member wanted their identity known. The Local Union encourages its members to take part in the survey and share their ideas and true feelings in responding to the survey questions. While a date is not yet confirmed, it is anticipated the survey will be held in roughly April to May this year.

Jennifer Foster, Senior VP Human Resources & Corporate Affairs for WFP made the following statement available for use in our newsletter:

Western has always placed the health and safety of our employees as our top priority but this year we want to expand our connection. Given the realities of COVID-19, we are not able to bring people together in ways we have done previously

to hear feedback and understand employee perspectives on a broad range of workplace topics. This year we will be launching Western's first Employee Engagement Survey in early 2021. We are partnering with a leading third-party market research firm who will undertake the survey on our behalf to help ensure employee confidentiality through the process. The survey will help identify key drivers of employee engagement at Western and help focus our efforts to enhance the workplace. The perspectives of our people throughout our operations are essential to this process and we invite your feedback. Thank you to Brian Butler and the USW Local 1-1937 for supporting this initiative.

In Solidarity,

Brother Brian Butler



KINNEY REPORT

By Pat Kinney, Financial Secretary

The start of 2021 continues to have us under COVID-19 restrictions with no date in sight for having the government lifting them. Our Local offices will continue to accept members by appointment only. Our Business Agents will continue to work from their homes while the restrictions continue into the foreseeable future. Since our last newsletter, there have been a number of our members in different areas of the Local contracting the virus. We wish them a full recovery. News of the vaccine roll-out, be it at a turtle's pace, is welcome news. With new variants that have arrived in our Province and on the Island, now is not the time to let our guards down. Please keep up the social distancing, mask-wearing, and frequent hand washing to help mitigate the spread.

We have had a higher number of retirements than is normal this time of year, mostly as a result of the Government Bridging Program that I reported on in the last report. That, along with the normal higher amount at this time of year has kept us busy over the last couple of months. **A reminder of the retirement process for one that is interested in retiring is as follows:**

- Decide on a date of retirement. Plan rules stipulate a member can only retire on the 1st of any given month.
- Call the Local Office or the Pension Plan and

request a pension estimate.

- The Plan will mail you a complete package to be filled out, which needs to be sent back to the Plan Office.

Under normal circumstances, the Plan asks that you make your request three months in advance of your retirement in order to receive your pension for the first day of retirement.

Once you have received your estimate, and if you need help in answering any questions or filling out the documents you have received, you may contact the Local and/or the Pension Plan and ask for assistance.

Our Local has recently sent out the 2021 membership cards and Local information. I ask all members to review the cards and send in any changes required to your contact information such as address, or beneficiary changes, and/or to designate a beneficiary. All too often when we are processing the passing of one of our members, we find that the beneficiaries have not been kept up to date or have never had one designated. This makes it awkward for the family when changes have occurred but have not been documented.

In Solidarity,

Brother Pat Kinney

SOUTH ISLAND LOGGING

By Richard Arnason, 2nd Vice-President



Since my last article in December 2020, Teal Jones has contacted me requesting several concessions in order to return the Honeymoon Bay Operation (HBO) crew to work. We have advised Teal Jones that bargaining was concluded with the membership's ratification of the current Collective Agreement. The Collective Agreement which other contractors and licensees are operating under for the majority of the BC coast. Teal Jones was also advised of our commitment to creating a level playing field which was demanded by many contractors and remains a high priority for Local 1-1937.

To date Local 1-1937 has not been advised who Teal Jones has selected to award the HBO Woodlands contract to. With the snow level rising almost as high as the astronomical record-high lumber prices, Local 1-1937 does not see any reason for the HBO crew not to return to work.

Mount Sicker still has several grievances in the Franklin River operation as well as Stat Holidays not being paid correctly for the Mount Sicker Lumber crew operating in the TimberWest Cowichan Operation. Mount Sicker is in the process of checking their payroll and correcting Stat Holiday pay for this crew. We will be in contact with members of this crew to ensure Stat Holiday pay has been corrected once we receive the requested information Mount sicker has agreed to provide.

It has recently come to Local 1-1937's attention that Gemini falling has breached a Settlement Agreement where Gemini was to pay employees

overtime that was not paid correctly. This issue is again being referred to Arbitration for resolve as Gemini provided bogus Overtime payment documentation. Another grievance has also been filed for multiple breaches of the Collective Agreement by Gemini. These include not paying employees as per the Collective Agreement. Gemini has not had an "Umbrella Agreement" since June 2019 but continued as though they did. Gemini also had several fallers working on TFL 46 but not signed up to that operation and not abiding by seniority for recall of the crew. Local 1-1937 is waiting for requested documentation which Gemini has agreed to provide to resolve this grievance.

There continue to be many ongoing grievances in the Franklin River Operation. The Camp Committee continues to do a great job dealing with the various five contractors and advancing grievances to a resolve or to Arbitration.

Local 1-1937 has reached a historic Memorandum of Understanding (MOU) with the Huu-ay-aht First Nations which is the first of its kind. Local President, Brian Butler and I will continue working with the Huu-ay-aht and their representatives on the next steps of the processes outlined in the MOU.

With the BC vaccinations plan ramping up hopefully we can all put COVID-19 behind us and get back to a lifestyle we are more comfortable with.

In Solidarity

Brother Richard Arnason

Two Mainland Saw Mill Workers retired this year with over 44 years of service in the forest industry.

Rajinder Braich worked over 44 years at Mainland Sawmill. He was actively involved with the Union Plant Committee for many years. He was a strong voice of his fellow workers during his career and guided new members informing them about Union strength and workers rights. We praise him for his dedication to his job and to the Union. The membership will miss his presence and wish him a very happy retirement.

Fellow worker Balbir Dusanj, also worked for over 44 years and has now retired. He worked at Howe Sound and then started at Mainland Sawmill in 2003.

He always had a friendly demeanor and we thank him for his contributions. The membership will miss him and wish Balbir a very happy retirement.

Due to COVID-19 we were unable to have our traditional send off, but hope we can celebrate with them in the future. Sending you both heartfelt congratulations on your retirement and all the best for this new chapter in your life.

In Solidarity,

Brother Joginder Sunner,
Executive Board Member



CINKANT REPORT

By Chris Cinkant, 4th Vice-President



COVID-19

I am happy to report that all the Local 1-1937 certifications I represent, have had zero reported cases from the worksites thus far. There has been a handful of people self-isolating with minor symptoms and fortunately, the follow-up COVID-19 tests have come back negative.

This shows that our members are most diligent at taking the many precautions necessary in both work and just as important, their home life.

There are inconsistencies between COVID-19 government mandates, health authority, the 811 phone line, and company policies. These affect wage loss coverages in a handful of cases, be it Short Term Disability, Government Wage Loss Programs or Employment Insurance. Finding a way to cover those affected is being explored at the time of this writing.

WESTERN FOREST PRODUCTS ENGAGEMENT SURVEY

Western Forest Products will be rolling out an engagement survey in the coming weeks. The survey will poll both hourly and salaried employees. WFP management commits to engage with the Local Union throughout the process. Your Local Union supports this initiative and urges all our members to take part in the survey when launched. We feel any confidential feedback from a worker's perspective, on any and all workplace topics conveyed to Management Executive, will prove to be invaluable to both parties.

safety
matters because **you** matter

MANUFACTURING

A common frustration throughout all the plants we represent whether it is the larger mills or the smaller reman plants is *TRAINING*. When plants are undermanned, proper training becomes an issue.

Admittedly, COVID-19 protocols make training more difficult, yet these problems existed pre-COVID-19.

New workers are too often expected to work at an uncomfortable pace at the beginning of training and

often the trainer is a newly trained worker themselves. We know our members should work and train at a safe pace without thoughts of repercussions, but the reality is most people want to keep up to production for fear of not qualifying or being moved to another job station while another new worker trains in his/her stead. When workplaces are properly manned, experienced job holders can do the training properly which benefits both our members and the Company. Experienced workers pass on better safe working habits, product value decisions, and best training practices. Proper training from an experienced job holder is important to the safety and well-being of everyone in the workplace.



VACCINES

Vaccinations are now gaining some momentum and are being distributed on a broader scale. I hope we can all be inoculated sooner than predicted and find our way back to big family functions and a semblance of pre-COVID-19 normal. Until then please continue to take care of yourself.

In Solidarity,

Brother Chris Cinkant

WOOD COUNCIL LOCALS, STRONGER TOGETHER

By Jeff Bromley, USW Wood Council Chair



Greetings members of USW Local 1-1937 from the USW Wood Council; its 11 local unions representing 18,000 members across Canada.

While our industry and local unions are currently enjoying an economic boom during the throes of an international pandemic, threats to our industry and our livelihoods are ever-present and they are organized and active.

As I near the end of my first term as Wood Council Chair following the election in October of 2018, reflecting on the dizzying highs and depressing lows of this roller coaster ride, I am grounded in the fact that during those difficult times it is always our members that are impacted the most.

A 7.5-month strike in 2019 against Western Forest Products – the longest in BC Forest Industry/USW/IWA history – following on the heels of rotating strikes in the Interior of BC resulted in wage, benefit, pension, and job protection gains on the Coast that set the bar for BC's Interior along with USW Wood Council forestry operations in Alberta, Saskatchewan, Manitoba, and Northern Ontario to all aspire to.

That will be on the shoulders of the 2400 USW Local 1-1937 members that walked the picket line in 2019-20.

The threat now is not necessarily the employer this time but those who would threaten our very jobs. ENGO's (Environmental non-Government organizations) are well funded, organized and have set their sites on our industry, the BC Government, and restricting access to the fiber that supports our communities and pays our wages. That threat is not only to our forest industry members but also to our members in the North Vancouver Island region who make their living in Aquaculture. A coordinated and pressured attack by these same enviros has now convinced the Federal government to ban and close the Aquaculture industry by June of 2022, throwing hundreds out of work and threatening our communities that rely on that industry.

Like the 7.5-month strike to protect our jobs and our pension, we are up for the fight.

Myself, along with USW 1-1937 President Brian Butler, Local Union Staff, and many of the other Wood Council Locals are working together to lobby and influence both Provincial and Federal levels of government to ensure that all stakeholders are at

the table and that these decisions cannot be made in a vacuum without engagement from those impacted the most – our members and their communities.

Local 1-1937, the largest Local Union in the Wood Council and one of the largest across the Union for that matter, at 6000 members – is at the forefront of issues such as the ground-breaking Huu-ay-aht agreement with the Local Union that calls for unionized logging jobs for First Nations members and that our unionized members are used on TFL 44. Benefit improvement on the Forest Industry LTD plan to increase the benefit and provide benefits past age 60 along with the continual fight with industry to improve our pension plan are just more examples of the hard work the Local and the Wood Council are doing for members.

With the vaccination rollout, I look forward to seeing you all in person very soon. Please, both on and off the job, stay safe!

In Solidarity,
Brother Jeff Bromley

History of the Wood Council

The International Woodworkers of America was founded in 1937 as part of the Congress of Industrial Organizations. The union grew as a strong, democratic, industrial Union throughout North America.

In the mid-1980's the IWA split into two national unions. The IWA-Canada merged with two locals of the Lumber and Sawmill Workers Union (LSWU) in Northern Ontario. In 1994, the union changed its name to the Industrial, Wood and Allied Workers of Canada (IWA) to reflect its growing diversity.

In 2003, the national convention of the union made a decision to pursue a merger with a "larger, compatible union." In 2004, the Executive of the IWA selected the United Steelworkers and a merger was negotiated and took effect on September 1, 2004.

A critical part of the merger agreement was the creation of the Steelworkers—IWA Council, representing and coordinating the interests of the former IWA local unions in the areas of safety and health, collective bargaining, organizing and political action. By 2006 the IWA Council adopted the moniker "Wood Council"

By USW National Office

NORTH ISLAND REPORT

By Dan Jorgenson, Business Agent



Here we are into 2021 and COVID-19 is still upon us. Which means you probably have not seen me in your operation. I called the MLA Constituency Office and Union meetings are still out. Our meetings are lumped in with religious gatherings and are forbidden. It seems as though TFL 6 is slowly getting cutting permits which keep the members working; this is good as it has operations in Holberg, Jeune Landing, Port McNeill, and Quatsino as well as stump to dump contract operations that Lemare Lake Logging manages in Mahatta River and Winter Harbour. Englewood has been hauling since early February and according to reports by WFP, Lemare Lake is going to be Logging their cut for 2021 and 2022 in 2021 on the other end of the valley Holbrook Dyson is not going to start their bill 13 cut till September, WFP has sold 55000m³ to Holbrook Dyson. This is good for the H&D crew but bad for the EFO home crew we view it as contracting out and have launched a grievance and referred it to arbitration. Speaking of grievances, we have a number of active cases, Port McNeill has an Article XXV grievance which involves the grade. Holberg has a termination grievance that will be heard in June. There is an Article III grievance in Woss, due to mould. Dyer has a grievance on Supplement 8.

Old Growth Logging: It seems as though the province is governed by people residing in cities and not by the people that are affected by their choices. The BC Liberals mirrored this in

the early part of this century in the mid-coast. There used to be a couple of logging camps on Owikeno Lake — Machmel Camp and Shemahant Camp. Both are rotting with nothing going on due to the Liberals shutting them down on behalf of some white bears that do well in a mix of old-growth, second growth, and slashes, which is exactly what is up in those valleys. Fifty jobs gone with the stroke of a pen.

If you have not gone on the Union website at, www.usw1-1937.ca and sent your letter about old-growth logging to Premier Horgan, you should do so ASAP.

PS: If you thought that we may break the company with the last strike, the Lumber price during the strike was \$375/1000 board feet; they were profiting at roughly \$240/1000 board feet, this is huge profit over \$130/1000 board feet. The BC government lumber price (view prices at www2.gov.bc.ca) for February 19th, 2021, reads \$1005/1000 board feet. I want to mention prices are in US dollars. Another point to note is that forest company logging operations always complain about price per cubic metre, but the forest companies always profit in board feet. You are worth every dollar you earn.

In Solidarity, Brother Dan Jorgenson

PORT ALBERNI TO NANAIMO

By Glen Cheetham, Business Agent



As of this newsletter we have just endured a year living and coping with the COVID-19 pandemic, I would just like to say to all the members great job on staying safe and healthy through these difficult COVID-19 times. It has also been different and sometimes challenging to deal with issues within the operations as social distancing has kept us away from doing business the way we normally would. We have had a few issues around the Government Policies and company policies dealing with co-vid contradicting each other when it comes to our members and testing when they should be at work and when they are being told not to come to work; we will continue to deal with them to ensure everyone is treated equally.

This year has also seen the introduction of a Government Buyout Program within the manufacturing sector which will probably mean a lot of new faces in the operations as we move forward, I know APD alone had over 20 people access the program. With that being said I also believe we need to pay particular attention to safety and look out for each other as there will be a lot of inexperience over the next while learning new jobs and they will be eager to please with all the pressures put on them for production.

Another challenge that I see in some operations will be to keep an eye on the number of contractors being introduced as members are retiring, hopefully, we will see the operations doing the right things with more apprentices being introduced to move the industry into the next generation. Time will tell.

We are dealing with a number of alternate shift grievances at Western Forest Products APD as they have both 8 and 10 hour shifts with a lot of movement which is creating problems and a number of grievances heading to arbitration.

The San mill is working fairly consistently with the new Hew Saw line having a few bugs that need to be worked out between the Local and management as to new jobs and who they belong to, but we will continue to work with them to ensure we maximize employment for our members.

For now, that is all and hopefully, by the next newsletter we will be able to have more in-person interaction, so for now I hope all of you and your families stay safe and healthy.

In Solidarity, Brother Glen Cheetham

SOUTH ISLAND REPORT

By Dusty Palmer, Business Agent



Bargaining Update

The C & C Lath Mill employees in Duncan have ratified a new Collective Agreement. They earned many improvements including increases to Health and Welfare benefits (life and AD&D insurance is up 50k each over the term, dental plan B and C are now 60%, vision care up to \$600.00 over the term and will include laser surgery and/or eye exams) boot allowance up to \$250 over the term, an additional \$100.00 per week for weekly indemnity, LTD now matches the WFP Agreement, First Aid Level 3 now \$1.00 premium, plus improved language under Statutory holidays and new language for injury at work.

Thank you to the members in this certification for their input and to John Savage for his efforts in reaching a good agreement for all.

A notice to bargain the contract for the Town of Lake Cowichan has been served. This contract expires on June 15, 2021. Members will be contacted to submit bargaining proposals.

Sodexo: Cedar Valley Lodge, Kitimat

Our USW/Sodexo food and service workers have had challenging work during the pandemic at the LNG site in Kitimat. They continue to do the considerable job of keeping themselves and others safe. After a large COVID-19 outbreak, there have been no further occurrences.

The Client has purchased GoBands and has started implementing them, by having members wear them while on shift. The bands look like Fitbit bands. The Union did not agree to the bands but did clarify what the expectations for the bands were:

- No names will be collected or linked to the band, the bands let employees know when they come in close proximity (less than 2m) with others and then emits a buzz every second as long as you are within two metres.
- The bands do not identify individuals.
- No disciplinary measures will be taken in relation to the bands. It is intended for employee awareness, during the pandemic, to help keep members safe.

The matter of laundering uniforms which are required by the employer recently surfaced. The employer must clean and maintain these items if

they are required for the job. Sodexo is working to rectify this.

Vacancies were problematic and were not being posted. While this has greatly improved, we are still trying to ensure postings are posted and not given to junior employees over senior employees. With the new onsite Lounge opened we need to negotiate rates of pay for bartenders and servers as they are new classifications.

A large group of employees were laid off during imposed restrictions by the Provincial Health Order to keep site numbers as specified. It was frustrating for some members who were laid off out of order while junior members were working. A policy grievance was submitted to correct errors and have those affected return to work and receive compensation if there was lost pay. The grievance is still active, though all affected are back to work.

There is much to be done but the stewards are doing a great job in assisting with the issues that arise. I will be recruiting and training new stewards to assist the current elected shop stewards as two have moved on to other jobs. There is also a New Members online course scheduled for April 2021, if you would like to learn more about our Union and your Collective Agreement. Space is limited so please visit our webpage at www.usw1-1937.ca and under the Education tab, you can fill out an online Education Request Form. You will be paid your regular wage for your regular work schedule the day you participate.

Wescon Cedar Products

Recently I have been contacted by members at Wescon Cedar Products. If you feel pressured or intimidated by your Employer please contact your Local Union office at 250-746-6131.

Fear of reprisal for reporting unsafe work practices, injury, or harassment is not ok. Recognizing our mutual responsibility and in keeping with the Workers Compensation Act, the Company shall ensure that employees take care to protect the health and safety of themselves and others.

In Solidarity,
Sister Dusty Palmer



PORT MCNEILL REPORT

By Shelley Siemens, Business Agent



I wrote this article on International Women's Day.

As quoted from the International Women's Day website: "(IWD) is a global day for celebrating the achievements of women and raising awareness about women's equality. Observed annually on March 8th, IWD marks a call to action for accelerating gender parity."

Sadly, to this date, women still struggle with Challenges of inequality in the workplace, in politics, and in every corner of their lives. Women's equality is a movement that needs to be continually brought to the forefront of all areas of our lives so that women can be given equal opportunity no matter what position they are in. I am proud to see our great Women of Steel doing tremendous jobs in all industries! I love it when I see some of the finest logging truck drivers are women, and see women working in industries and trades that are predominantly male, however, we still have a long way to go and as the IWD site says:

"A challenged world is an alert world. Individually, we're all responsible for our own thoughts and actions - all day, every day. We can all choose to challenge and call out gender bias and inequality. We can all choose to seek out and celebrate women's achievements. Collectively, we can all help create an inclusive world. From challenge comes change, so let's all choose to challenge."

To read more about IWD please go to:

<https://www.internationalwomensday.com/about>

MOWI

As some of our members may have already learned on December 17th, the federal Liberal Minister Bernadette Jordan made the decision to unilaterally withdraw 19 fish farm sites out of the Discovery Passage area.

This decision was made despite the recent nine reports that were put together by this own ministers' scientists pointing out that there was minimal risk to the Fraser River Sockeye. These scientific reports were a requirement of Commissioner Cohen's recommendations.

As quoted from the DFO web site:

"The scientific assessments have shown that these pathogens pose no more than a minimal

risk to Fraser River Sockeye salmon. Summaries of the findings of each risk assessment are available on the DFO website at:

<https://www.canada.ca/en/fisheries-oceans/news/2020/09/findings-from-the-research-to-inform-cohen-commission-recommendation-19.html>

Our Local has written to this Minister about this matter more than once and still to this date, has not received a response. This irresponsible decision that was made without any forethought or planning will have a devastating effect on the communities who rely on the Aquaculture industry to feed their families. The ripple effect from this will affect not only the farms and plant directly, but also the smaller businesses that rely on people getting paycheques from Aquaculture in order to fuel the economy. Below is an excellent article from the BC Salmon Farmers Association:

<https://bcsalmonfarmers.ca/news/b-c-s-salmon-farmers-call-for-reconsideration-of-discovery-islands-decision/>

"Economic analysis underlines lack of reasonable consultation and understanding of decision's impacts Campbell River, B.C. – Based on the findings of an independent economic analysis released today, B.C.'s salmon farming community is calling on the federal government to set aside its decision to force the closure of farms in the Discovery Islands area and engage a new process. The report by RIAS Inc. found the decision could cost more than 1,500 people their livelihoods and kill more than 10 million juvenile salmon and eggs, while having long-term impacts on numerous communities. But there is a more responsible path forward for British Columbia's coastal communities:

Time – Salmon farmers are asking that the decision be set aside to give everyone with a stake in salmon farming time to develop a plan to minimize the serious impacts of this decision.

Transfer – Millions of juvenile salmon already in hatcheries and other facilities will have to be destroyed if the decision stands. Salmon farmers are calling on the government to allow them to transfer fish already in their systems to the farms to complete their lifecycle.

Port McNeill Report Cont.

Table – Salmon farmers are asking the government to bring all parties together in an inclusive and transparent process to find a better way forward and create unity in communities.

On Dec. 17, 2020, Fisheries, Oceans, and the Canadian Coast Guard Minister Bernadette Jordan ordered all salmon farms in the Discovery Islands removed by June 30, 2022 and that those farms cannot be re-stocked starting immediately. The BC Salmon Farmers Association (BCSFA) commissioned RIAS Inc., an independent economics firm, to investigate and report on the impact the decision would have.

“Reading this report when it arrived was heart-wrenching,” said BCSFA Executive Director John Paul Fraser. “We have been speaking about the impacts of this rushed, ill-considered decision since the day it was made, but this report really captured just how widespread the human and animal welfare impacts will be. Thankfully, we are also able to offer a reasonable, respectful way forward, one consistent with genuine reconciliation with First Nations and real engagement with all parties. The ball is now in the government’s court, and we ask them to seriously, and urgently, consider this reasonable way forward.”

Report author Doug Blair, an economist and managing director of RIAS Inc., added that in his research he found significant concern with the lack of consultation by the Minister, leading her to make a rushed decision without understanding the implications and seemingly no plan to manage impacts.

“With only cursory consultation with affected parties, it is unclear how the true impacts of this decision were considered as part of the government’s decision-making process,” Blair said. “The only way to avoid the severe damages shown in our report would be for the government to revisit this decision and engage in a genuine process of consultation with all parties aimed at finding a better way forward. As it is, left unchanged this decision will be devastating.”

A reconsideration of the approach would have to happen immediately to be effective. Salmon farmers operate in five-year cycles, with animals that live three or four years before maturity, running from broodstock management through to fallowing farms after harvest. Several of the impacted farms were fallow when the decision came down and the majority were scheduled for stocking early in 2021.

The current decision that the farms are not to be re-stocked and must be out of the water in 18 months has forced salmon farmers into a position where they need to euthanize millions of broodstock, eggs, parr/smolt in freshwater hatcheries, smolt in saltwater nursery sites, and young fish in saltwater grow-out sites, designated for farms in the Discovery Islands region. With so many farms being shuttered, there is not sufficient capacity at other farm locations to accommodate all of these animals.

Companies will likely have to start destroying fish and laying off workers within weeks.

Left unaltered, the decision will:

Shut down more than 24 per cent of B.C.’s farmed salmon production;

Potentially eliminate more than 1,500 jobs, with layoffs starting in the first quarter of this year, with more to come as the decision ripples through the industry and Vancouver Island communities;

Impact local food supply. B.C. salmon farmers currently produce more than three-quarters of the salmon harvested in B.C. each year – more than 6.5 million meals worth every week.

Force salmon farming companies to destroy up to 10.7 million broodstock, eggs, parr/smolt in freshwater hatcheries, smolt in saltwater nursery sites, and young fish in saltwater grow-out sites, but for which the industry now has no capacity. This is the equivalent of about two years of the province’s total harvest of wild salmon, or over 210 million meals.

Remove almost \$200 million in annual revenue from salmon farming and processing along with the associated salaries, taxes, and community benefits;

In total, cost the B.C. economy almost \$390 million in annual economic output, with an estimated \$87 million less in annual salaries and benefits and \$21 million less in annual tax revenue at the local, provincial, and federal levels; and

Affect the ability of salmon farming companies to continue to support communities at existing levels for community sponsorship and donations programs, food bank donations, wild salmon habitat restoration projects, ocean and habitat restoration projects and the donation of Pacific salmon eggs and smolts to hatchery operations.”

Blair added his analysis is likely conservative, and

Port McNeill Report Cont.

the actual impact will be more significant.

"In compiling this report we did our best to quantify the expected immediate impacts of this decision," said Blair. "In reality, the impacts likely will be far greater. That's because we cannot account for the ripple effects from hundreds of families being forced to relocate elsewhere for work, selling their homes and leaving a hole in the community, or that the decision will likely push some suppliers over the brink into failure."

The full report can be found at:

<https://bcsalmonfarmers.ca/discoverydamage/>

In Solidarity,
Sister Shelley Siemen



Photo by citynews1130.com

MID-ISLAND LOGGING REPORT

By Jason Cox, Business Agent



As I am adjusting and settling into my new role, I Oyster River, have also concluded their elections. I would like to thank all the Officers, Business Agents, look forward to working with these newly elected and members for the help they have given to me, committees and assisting in all ways possible. making it possible to navigate my way around.

The beginning of 2021 saw the Oyster River Woodlands Operations, KPL, Fall River Logging, and Strong Back Timber merge into two with KPL not continuing with their Woodlands contract. Also, Fall River Logging changed its name to Kwest Harvesting Ltd.

Western Forest Products (WFP) Gold River Division and Nootka Sound Central Sort also had a major change this year as WFP contracted the operations out under Section 54 of the Labour Relations Code. Cypress Creek Logging has been chosen as the Woodlands contractor for both logging and sorting operations.

Elections for committees have proven to be more challenging with Provincial Health Order restrictions, but not an impossibility. With a lot of help and some brainstorming, we have been able to conduct elections of new and existing committees, both camp and safety. The members of Mount Sicker Lumber Ltd. China Creek Sort have elected both Camp and Safety Committees. Members of Strong Back Timber

In closing, I would like to say a very heartfelt thank you to Norm Macleod for the time I spent with him as my Business Agent and my mentor, preparing me for my new role. I wish Norm all the best in his retirement.

I would also like to acknowledge the Support Staff within the Local who are always there to answer questions (no matter how silly they may seem), point me in the right direction, and offer invaluable help. I honestly would not be able to do this job without them. Sending a big thank you.

In Solidarity, Brother Jason Cox



China Creek Sort



NEVER FORGOTTEN

By Jack Miller, Safety Director

Brothers and Sisters, it is with great sadness that I write this letter. We have lost another fellow worker in the woods. A hand faller who was well known and respected lost his life while falling a right of way for a new road construction on a mountain overlooking the town of Gold River. This was his hometown and his fellow workers, and the community will miss him greatly.

Brother Jason Cox and I, along with others were part of the investigation into this fatality. His falling partner showed his respect and his desire to try to prevent this from ever happening again by re-visiting the job site with us and going through the events of the previous day. As a long-time faller myself, I know how hard this must have been for him to do. It showed his overwhelming concern to find out what happened to his falling partner. It's only through this process that we can try and make some sense of what happened on that tragic day.

Brother Cox, myself, and his falling partner got to spend time going over what we thought might have happened. We will never be absolutely certain of the sequence of events, but the three of us, because we are all fallers and have worked in this type of coastal terrain for a long time, reached an understanding of what we thought happened.

The faller that lost his life will not be forgotten, as all of those that have passed before him will not fade from our memories.

I keep this short as it is difficult to write about losing another Brother from the falling community. He will be missed and always in our thoughts.

Remember to tell your loved ones that you love them every day, the future is never certain, Brothers and Sisters.

As a Safety Director for the Local Union, I ask you to try and always stay focused on your jobs and be watching out for one another. We are all human, and no one is always 100% right.

With respect to the family, friends, and those who knew him, rest in peace Brother.

In Solidarity,
Brother Jack Miller



School District #79

By Vicki Miller, Shop Steward

Hello fellow Brothers and Sisters; I have been a USW member for 25 years, employed by Cowichan Valley School District #79. A year ago this month I spoke at Women's International Day in Duncan with Sister Gillian Tew on behalf of the Women of Steel. The next day I was on a plane to Hawaii for a two week vacation. COVID-19 was here but had not yet been declared a pandemic. Did that ever change in the two weeks I was on vacation. Getting a flight back was a worry and when I did arrive home, I was required to isolate for two weeks. The day I was permitted to leave the house, I returned to work and have not missed a day since.

This past year has been full of worries and concerns for everyone. In my 52 years, I could not have imagined we would be living through a pandemic. During this time, my Dad passed away leaving my Mom unable to have a celebration of life for him. I

had a granddaughter born eight months ago whom I have only been able to hold once. Still, I have been one of the lucky ones who has not had to miss work or suffer financially due to COVID-19 shutdowns. Going to work every day has given me a feeling of normalcy, purpose, and a reason to get up every day. All of our lives and jobs have been affected because of COVID-19. We have had to breathe deeply, exhale and keep moving forward.

It is in times like these that we can feel extremely grateful we work for a strong dedicated Union. Helping to make sure safe work protocols are followed is just one of the things our Union ensures happens for all of us. I am hopeful that soon we can once again attend shop committee meetings and health and safety meetings in person, and not through zoom. Sharing a conversation and a coffee in person with a friend or colleague is what I am looking forward to, as I assume most of you are as well. May you all be keeping safe, healthy, emotionally, and physically well during these COVID-19 times.

In Solidarity,
Sister Vicki Miller

BC can continue leading Canada with paid sick leave protection for all workers.

There are many measures we have taken as a province and a country to slow or stop the spread of COVID-19: Physical distancing, mask mandates, and more.

But there is one measure we could be taking that would get us through this pandemic with fewer cases and a lower toll. What is more, it would make our community and our economy stronger in the face of everyday infectious diseases as well as future pandemics.

That measure is paid sick leave for every worker.

Right now, over half the workers in B.C. have no paid sick leave at all; if they miss a day's work, they lose a day's pay. When they wake up feeling sick, they face an impossible choice between staying home and paying the bills.

That dilemma is not just a personal one. When we penalize sick workers for staying home, the result is more — and more severe — workplace outbreaks.

The new federal Canada Recovery Sickness Benefit, introduced last fall, is a stop-gap measure that certainly helps, but falls far short of what workers need. And while that has not stopped some conservative premiers from using it as an excuse not to bring in true paid sick leave, the gaps are glaring.

The federal sick benefit does not replace a worker's full wages; the maximum amount works out to less than the equivalent of a full-time minimum wage. It is only for COVID-related leave, and it ends when the pandemic does. If you are away for less than half a week, you get nothing. And when you do claim it, you must absorb the lost pay and wait to find out if you will be reimbursed.

No wonder there is so much momentum for universal paid sick leave building across the country. In B.C. alone, our polling has consistently shown three-quarters of the population supports it. Vancouver's city council voted unanimously last month in favour of paid sick leave, and the mayors of Ontario's 29 largest cities have said it "is needed immediately as a measure to help stop the spread of COVID-19 and protect the health of essential workers." And last month, every provincial and territorial federation of labour released a united statement calling for paid

sick leave for every worker throughout Canada.

Once paid sick leave is in place, we will all come out ahead: Governments will see lower health costs, and our communities will benefit from a healthier, safer population. Employers will also benefit from paid sick leave with higher productivity, fewer days lost to employee sickness, and higher customer confidence in their own safety — not to mention the reduced likelihood of an outbreak triggering a shutdown. And labour's call for paid sick leave includes a provision for initial financial support from the government to lend a hand to employers that are still struggling from the pandemic.

The benefits from paid sick leave go beyond COVID-19. It helps prevent the spread of all infectious diseases, from the common cold to seasonal flu — including its deadlier variants. And we are far better protected from future pandemics when workplaces serve not as microbial incubators but firebreaks. Since the pandemic began, British Columbia has consistently led Canada with steps to ensure workers are at the forefront of our response — from being early out of the gate with job-protected sick leave to financial support and rent protections for laid-off workers and presumptive workers' compensation coverage for COVID-19. Our country continues looking to B.C. as the leader in protecting workers, and this is the time for our province to once again rise to that challenge.

But we need to act now. While the vaccine rollout is in its early stages, the pandemic is not done with us yet. With contagious new variants on the rise and the clock ticking on vaccine deliveries, it is urgent that we move now so we do not lose ground on the progress we have made. You can learn more and add your voice at FutureForAll.ca.

This has been a difficult year for businesses, communities, families, and workers alike. We have all paid a heavy price in this pandemic. But by bringing in paid sick leave coverage for every worker, B.C. has an opportunity to ensure a legacy that lasts long after the last dose of vaccine is administered.

Article by,

Laird Cronk and Sussanne Skidmore



Member Photos



Balbir Dusanj retires from Mainland Sawmill,
44+ years service, Congratulations



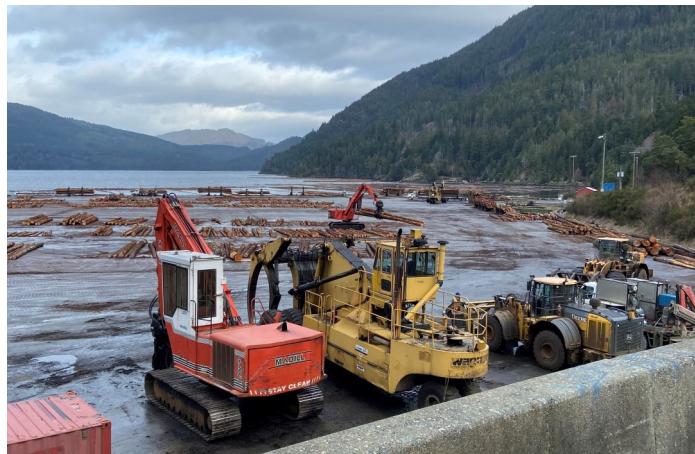
Rajinder Braich retires from Mainland
Sawmill, 44+ years service, Congratulations



Dan House, grader operator for WFP Port
McNeil Forest Operation



Brian Knoll retires from APD after
52 years service, Congratulations



China Creek Sort: Hydraulic loader (red machine also called a
juicer) and a Wagner (yellow machine) for unloading trucks

USW EDUCATION

Our Education Department has been transferring our courses into virtual programs. This is a great opportunity for members to be able to continue their education online while attending from the safety of their own homes. We have found that there are great benefits to the convenience of online learning, as well as some challenges that come with reception and accessibility. USW Local 1-1937 recently held its first virtual 'Stewards In Action Level 1' course on March 5th. It turned out to be a great success! We are now in the planning stages of putting on more stewards courses and new member courses. If you are interested in participating in any of these courses make sure to let your Business Agent know, or you can go to our website to view

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

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



Smarter is Stronger

Welcome To United Steelworkers Local 1-1937

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

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

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

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

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

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

