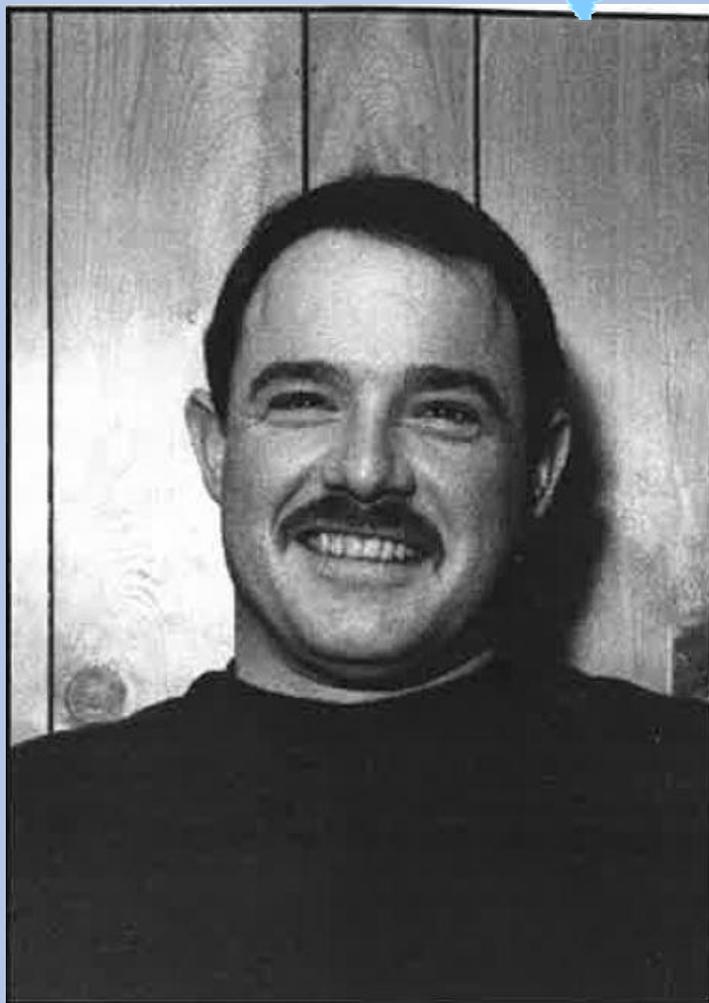


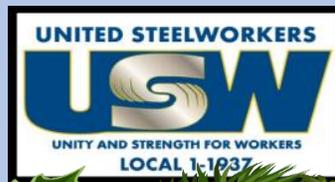


# **SOLIDARITY NEWS**

**OFFICIAL PUBLICATION OF USW 1-1937  
DECEMBER 2022 -WINTER EDITION**



**LOCAL 1-1937 FINANCIAL SECRETARY  
RETIRES AFTER 49.5 YEARS  
CONGRATULATIONS BROTHER PATRICK KINNEY  
ON A WELL - EARNED RETIREMENT**



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# PRESIDENT'S REPORT

By Brian Butler



## President's Report

I would like to open my report by thanking our members for supporting their Union in their workplace. By speaking out against violations of the collective agreement and when you or your co-worker's safety is compromised, you make your workplace better and safer for every working person.

The 6000 USW members in our Local Union work in a variety of industries and an even greater variety of jobs within those industries. Many of those jobs require the member to have their mind on the task due to the inherent safety risks. During the holiday season, many workers have heightened distractions; it is a good time to remind ourselves to pay extra attention to safety at work and on the winter roads. Getting to and from work and working safely while you are there, is job one. Please travel and work safely this holiday season.

## USW Members at Newcrest Red Chris Mine

We are finally close to finalizing a first collective agreement for over 450 Local 1-1937 members at Newcrest Red Chris Mine, near Dease Lake, BC.

The members at the open pit/underground gold mine work twelve-hour days on a schedule of fourteen days on, and fourteen days off. The members primarily call BC and Alberta home but come from other parts of Canada as well.

The crew has been extremely patient during the years-long legal process and the year-long first collective agreement bargaining process which started in November 2021. Newcrest has taken every opportunity to delay the process which should only let the crew know that they made the right decision to join a Union. Being members of the USW is the only way the crew could gain better wages, better benefits, better vacation pay, bonus pay, better premiums, job security and numerous other rights enjoyed by Unionized mines.

The parties entered mediation last summer and once an impasse was reached, both parties sought recommended terms of settlement on the six

outstanding issues that remained. The mediator then made recommendations that were accepted by the Union but rejected by the Company, which caused yet another delay.

As of the writing of this article, the parties are waiting for the LRB to either refer the outstanding issues to a third-party interest arbitrator or to refer the matter back to the Union and the Company, which could put the parties in a Lockout or Strike position. With the parties already at an impasse, this would most certainly, once again, delay reaching a collective agreement.

The Union has made a strong case under the first contract legislation for the Labour Relations Board (LRB) to put the small number (6) of outstanding issues before an interest arbitrator so they may be finalized. The LRB-appointed Mediator noted in his recommendations that interest arbitration was the appropriate choice if one or both parties did not accept his recommendations.

We hope to have the LRB's final decision in the next few weeks and have confidence the LRB will make the obvious and correct decision.

Once again, we commend our members at the Red Chris Mine for their patience and solidarity, which we hope will be rewarded with a good first collective agreement.

## Brother Pat Kinney Set to Retire

Brother Pat Kinney, our Financial Secretary, is set to retire in January after almost 50 years as a member, including 22 years working directly for the Local Union. He became an IWA Local 1-80 member when he started work at BCFP Renfrew on South Vancouver Island on August 27, 1973, where he eventually became the chair of the camp committee.

Following his election to the Local 1-80 Executive Board in 1992, Pat was hired by the Local Union on March 13, 2000, as a Business Agent and later that year was elected as the Local Union's Financial Secretary;

## President's Report Cont'd

following the merger with USW in 2005 he was elected as Financial Administrator for USW Local 1-1937 in 2009 and then as Financial Secretary for Local 1-1937 in 2012 until his retirement.

I have known Brother Kinney since I first started work for the Local as an Organizer in 1992. Pat was on the Board before me and over the years he and I worked together on many different and challenging files and issues facing the Local Union.

During all of our time working together in the office I can only think of one real argument we have had. That is pretty remarkable for two people who have had to work that closely together on some difficult issues. Especially when you consider those issues contain a lot of grey areas at times. I look to Pat's role in achieving the merger between Local 1-85 and Local 1-1937 with significance as it was a key to our continued success as a Local Union. He was a pleasure to work with and I will personally miss him in the office, as will the Officers, Executive Board, Staff, and members of our Local.

With Pat retiring at the end of the year, I know I will find it odd not to see him in the front office come January. I want to thank Pat for all of his support over the years, especially after becoming the Local Union President. You made my job easier knowing that I could bounce ideas off you and vent to you over challenges the Local was facing at any particular time.

Pat, you have represented the Union with dedication and honour during your time with the Local Union. From handling the Local's finances in good times and bad; to your work as a Trustee on the LTD plan; to assisting those who have faced the death of a family member or received your assistance and knowledge regarding retirement; you have protected members' rights and advanced our members and their families interests in so many positive ways, it would be impossible to count them all.

To use an old but appropriate quote:

**“Helping one person might not change the whole world, but it can change the world for that one person”**

Pat, you have changed countless people's worlds for the better with your work on behalf of the membership. I hope you know that.

For anyone who has spent time working with Pat over the years, give him a call or drop him a note to wish him well in retirement. His career work has benefited the whole membership.

On behalf of the Local Union membership, I wish Pat, his wife Joanne, and his family all the best for a long, happy, healthy retirement, and a less happy time for the fish you intend to catch off the west coast. Cheers Brother.

### New Financial Secretary – Dusty Palmer

With Brother Kinney's retirement, I want to advise the members that Sister Dusty Palmer has been appointed to the position of Financial Secretary. Sister Palmer is well-equipped and prepared to take on the role of Financial Secretary. She has been mentoring in the position for some time now and has the full support of the Staff, Officers, Business Agents, and Executive Board.

Like any new job, it will take time to get up to speed on all issues, but she is entering the job at a time when our finances are solid and growing, which is very positive. I would like to thank Sister Palmer for accepting the appointment and for her eagerness to learn and put the time in that is needed to make sure our members' finances are well protected, regularly audited, and utilized in the best interests of the membership.

As the Financial Secretary, Dusty also assumes the role of office manager for our admin staff and our five (5) Local Union offices (Duncan, Port Alberni, Courtenay, Port McNeill, and Burnaby). There are many issues on the horizon that will need the full attention of the new Financial Secretary. I wish Sister Dusty all the best in the new role.

### IWA Pension Plan

As chair of the Union Trustees Caucus, I was happy to relay to you the recent significant increase in future service retroactive to the beginning of 2022. Moving the per month, per year service from \$60 to \$85 will help our members work towards a meaningful retirement income.

When the future service improvement was announced, active and retired members did remind me that past service increases for active and retired members are also a matter of concern.

## President's Report Cont'd

The issue preventing past service increases for active and retired members (which is a far bigger group than just active members) has been the unfunded status of the plan. When we reached the point that the plan was over 100% funded, the remaining issue preventing increases was the Provision for Adverse Deviation (PfAD). This provision ensured that a significant portion of the Pension Plan funds were essentially mandated to be kept as a rainy-day fund (inaccessible for benefit improvements), to protect against possible investment losses due to market volatility, which could potentially lead to pension reductions. This is a regulatory requirement that Trustees can not ignore.

With recent regulatory changes this year, the rules for determining the percentage of funds required to be held in reserve under the PfAD, changes effective December 31<sup>st</sup>, 2022, which is now allowing the Trustees to start talking and planning in 2023 to determine when past service increases may be possible.

We do not yet know when past service increases may occur. I am simply making plan members aware that the Trustees are in a better position to consider past service increases, due to this most recent regulatory change regarding the PfAD. At this time, I wanted to acknowledge that we have heard our members' concerns and will look to address them when we are in a position do to so without incurring the undue risk of benefit reductions.

### Interior Forest Industry Bargaining

Interior forest industry bargaining is set to begin in 2023 with contracts up on July 1, 2023. Your Local Union will keep members apprised of all developments with the bargaining taking place in Locals 1-2017, 1-405, 1-417, and 1-423.

### Western Forest Products Layoffs

Recent layoffs within Western Forest Products (both in the mills and timberlands) will hit members and their families hard, coming just weeks before Christmas.

Our representatives have been speaking with WFP to gain a clear picture of the extent of those layoffs and we are seeking to ensure that return dates are announced.

### **According to the BC Labour Board's website:**

*Where there is a collective agreement in place, there are some types of changes an employer might make that require it to give formal notice to the Union and to work with the Union to develop an adjustment plan to mitigate the effects of the changes. The obligation to try to develop a labour adjustment plan exists separate and apart from the requirement to engage with the Union as part of the joint consultation process.*

*The requirement that the parties meet and attempt to develop an adjustment plan has three elements:*

- 1. it applies when an employer introduces or intends to introduce a change that affects the terms, conditions or security of employment of a significant number of employees in the bargaining unit,*
- 2. the employer must give 60 days' notice before it implements it, and*
- 3. once notice is given, the employer must be prepared to meet with the Union, in good faith, and try to develop an adjustment plan to mitigate its effects.*

Where return dates have not been announced, we may be seeking meetings under Section 54 of the Labour Code, which mandates a process to negotiate a labour adjustment plan.

Where we ask for Section 54 meetings under certain circumstances and are denied, we may apply to the LRB for a determination to be made on Section 54's applicability.

It is noteworthy that significant forest industry layoffs are also occurring in both the Northern and Southern Interior regions of the province in most major operations.

**When asked for reasons for the layoffs, WFP advised on December 7<sup>th</sup> that there were a number of reasons including Soft Markets, Government policies, including those restricting rights to harvest old growth, and the Government's Declaration on the Rights of Indigenous Peoples Act (DRIPA) including accessing harvesting permits.**

## MEETINGS WITH GOVERNMENT

**On December 7<sup>th</sup>, 2022, new Premier David Eby made a cabinet shuffle that included a new Forests Minister Bruce Ralston, and a new Minister of Water, Land and Resource Stewardship Nathan Cullen. We hope to work with the USW Wood Council to set up meetings with the new Ministers to address our ongoing concerns with current forest policy and share ideas about how we feel improvements can be made.**

The Local Union continues its' own lobby work with Coastal MLAs in rural BC to make government representatives aware of policies that are negatively impacting our members and exchange ideas with the hope to gain their support in caucus when the industry is discussed. Since the summer, the Local Union has met with seven (7) MLA/Ministers and is in the process of setting up meetings for six (6) more including those newly appointed.

In closing, I want to thank all plant, camp & safety committee members for their dedication and hard work this past year. Your efforts are what make our Union strong. Thank you also to your families for allowing us your time for the betterment of the trade union movement.

I would like to wish all members and their families a Merry Christmas and Happy New Year.

**In Solidarity,  
Brother Brian Butler**



# MAINLAND REPORT

By 1st Vice-President, Rick Nelson



## BURNABY OFFICE

### 2022 YEAR IN REVIEW

2022 was a very busy year for the Burnaby office where we saw more negotiations, Tenure transfers, and even a Shop Steward Level 1 course.

We started off January having to defend our actions in the District 3 Director's election in November 2021, because the Steve Hunt campaign filed numerous, frivolous charges about how we conducted the election out of the Burnaby office operations. A committee was struck by the International office in Pittsburgh, and after a number of internal meetings and hearings, the Committee determined that although there were some minor infractions made by our office regarding the balloting and counting process in the International Elections By-Laws, these mistakes were not enough to change the result of the election, and in no way warranted any sanctions to the Local Union. The Committee agreed with the Local Union that the mistakes were made mainly due to the fact elections of this type have been far and few between, and it was our rank-and-file members throughout the Local doing the balloting and tabulations. These were honest mistakes and in no way were done purposely to alter any results. At the end of the day, the results of the election stood, and Scott Lunny was sworn in as our new District 3 Director.

#### Negotiations:

Negotiations were also front and center again this year, we were able to bargain new Collective Agreements for A&A Holz Inc., CanWel Building Materials, P J White Hardwoods, MacCarthy Motors in Terrace, and we are currently in negotiations with Comox Valley Distribution, which we will hopefully conclude a new agreement early in the New Year. The new year will also see several Collective Agreements expiring which will mean another busy year for bargaining.

In June of this year, we were notified by Interfor Corp that they were selling one of their Forest Licenses on the Sunshine Coast to the Sechelt First Nations, and the purchasers would be operating the forest operations under Tsain-Ko Group of companies. The Woodlands Contractor that was harvesting this volume for Interfor Corp is Waddington Logging. On June 22, Brian Butler and I met with Tsain-Ko, Interfor Corp., and Waddington Logging to discuss how the purchase would be affecting our members, and we were told that Tsain-Ko will continue to use Waddington Logging as their Woodlands contractor. We were also informed that the new relationship could possibly create even more work for the contractor in the future. We came away from that meeting feeling positive for our members and looking forward to working with Tsain-Ko long term.

At the same time in June, Interfor Corp informed us that they had sold the Avalon Log Sort to Mirax Capital Group Inc. and this group would be operating the dryland sort under their affiliate company, Avalon Log Sort Inc. This new company purchased all of the equipment from the previous contractor, Molehill Mountain Ventures, and the Molehill crew maintained successorship rights to stay and work for the new Company. We were informed that Avalon Log Sort Inc. would continue to sort Interfor wood, as well as their own volumes and those of other customers. Avalon Log Sort Inc is now signed up with the Union and has been operating the sort since July, and although there have been some significant challenges for this new company, we have been able to keep our members working under the new arrangement.

## Rick Nelson Mainland Report Cont'd

### Education

Last week we held a small but productive Level 1 Shop Steward course in the Burnaby office, which was a fitting way to end the year. 7 members from the Lower Mainland and the Sunshine Coast attended, and they were very engaged and enthusiastic to take part. They are all looking forward to attending the Level 2 course in the new year, which is always encouraging to hear. Thank you to those who attended, as well as the facilitators Laura Boyle and Gillian Tew for coming over from the Island to put the course on, even though you had to stay an extra night due to ferry cancellations on the day they were to return home. The first snowstorm of the year, but they tramped over here and got the job done, much appreciated!

Throughout the year we have dealt with dozens of grievances, too many to name here, but we have been very successful for the most part in representing our members, largely due to the work that our committees at the operations do. The work that our committee members do is invaluable, and I would like to thank them all for the work that they do.

I would like to wish all of our members a very merry Christmas and a happy New Year.

**In Solidarity,**

**Rick Nelson**

## SOUTH ISLAND LOGGING REPORT

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



### TFL44 UPDATE

I would like to update the members on issues in TFL 44 Franklin River Operation. In 2018 Franklin River Operation was subdivided into five (5) separate Woodlands contracts which has created a large number of issues and grievances to date. As a result, Local 1-1937 served Western Forest Products written notice to cancel this agreement which allowed the subdivision which takes effect on December 31, 2022. In 2019 the HUU-AY-AHT First Nation purchased 7% interest in TFL 44 and has now purchased 35% ownership of the TFL 44 tenure. Now with joint ownership of TFL 44 WFP and the HUU-AY-AHT First Nation have entered a limited partnership called C'AWAK?QIN Forestry to manage TFL 44.

Local 1-1937 and the Franklin River Camp Committee met with representatives of C'AWAK?QIN Forestry to discuss the many issues and grievances. In these meetings, C'AWAK?QIN has agreed to one Woodlands contractor on TFL 44. This new Woodlands contractor is called Navalign which is a company comprised of 5 contract managers.

C'AWAK?QIN which means 'we are one' in the Nuu-chah-nulth language has stated they want to work together as one to forge a new relationship that works for all parties on TFL 44.

Upcoming meetings in the new year will be to try and resolve all outstanding grievances, draft a new training agreement for the Franklin River Operation, develop better communications between the company and crew and have the Franklin Camp committee more involved at the operational level to work together to avoid potential issues and grievances.

There will be a lot of work to do by all the parties to achieve this to create a better working relationship and work environment in the Franklin operation in the New Year.

In closing, I wish all the Local 1-1937 members a merry Christmas and a safe and happy New Year.

**In Solidarity,**  
**Richard Arnason**

# LABOUR HISTORY MADE EVERY DAY

*Submitted by Joey Hartman, Chair  
BC Labour Heritage Centre*



**Seen here are Sister Brenda Wagg and Jack Munroe**

The BC Labour Heritage Centre was founded by Jack Munro in 2004. Since 2010, Local 1-1937's office in Burnaby has been our home.

It is a mutually beneficial arrangement. For your Union, this is a concrete way to honor Jack's legacy and his contributions to the BC labour movement. His work provided a solid base for the wages, health & safety, and other conditions you continue to enjoy.

In addition, Local 1-1937 is recognized throughout the labour movement for providing the *BC Labour Heritage Centre* (BCLHC) with affordable rent to carry out our valuable projects.

To fulfill our mandate, the BCLHC preserves, documents, and presents the rich history of working people in this province.

With just two part-time staff, a board made up of trade unionists, and a group of dedicated volunteers, the Centre carries out a wide range of activities.

Recent projects include the installation of North America's first Asbestos Memorial - an important public art installation outside the Vancouver Convention Centre where it will be seen by millions of people each year.

Another recently completed project is Union Zindabad! This collaboration with the South Asian Legacy Project includes an illustrated booklet and virtual exhibit that celebrate the labour history made by South Asian workers, the community, and their Unions around BC.

One example of how contemporary events will be the history of tomorrow is the COVID Chronicles. During the early stages of the pandemic, the Centre interviewed Union leaders and workers to capture that history "in the making."

Also of interest to many Local 1-1937 members is the work being carried out to sort and catalogue the IWA Archives stored at the Kaatza Station Museum in Lake Cowichan. We have supported and championed this important project.

## Labour History is Made Every Day Cont'd

In addition, the Centre sends out monthly E-Newsletters <https://www.labourheritagecentre.ca/subscribe/>, produces podcasts about interesting people and events, videotapes and transcribes oral histories, coordinates historical plaques around the province, develops labour history curriculum for BC schools, and many other activities to amplify the voice of workers and educate others about the value of Unions in our communities.

BCLHC always connects our labour history with contemporary issues; our resources offer lessons and context for today, and projects such as Union Zindabad! ensure that all voices and images are included in the telling of our histories.

Solidarity is stronger when Union members know their history and appreciate how important our work is to the economic and social development of our home province. That is good for everyone.

We can all be proud of that history, and USW Local 1-1937 can be particularly proud of your contribution to this vital work.

*Submitted by Joey Hartman, Chair  
BC Labour Heritage Centre*

## The Asbestos Memorial

### Honouring the Victims of Asbestos Exposure



The Asbestos Memorial was officially dedicated on September 22, 2022. Located on the north-west corner of the waterfront path at Vancouver Convention Centre West, the Asbestos Memorial includes Doug R. Taylor's dynamic kinetic sculpture "Wind Wheel Mobile" driven only by the wind. Rich in symbolism, it is destined to become one of Vancouver's most iconic images. The memorial honours the thousands who have died and continue to die from asbestos exposure and will spark public awareness of the ongoing danger that surrounds us.

# CINKANT REPORT

By Chris Cinkant, 3<sup>rd</sup> Vice-President



## The Cinkant Report

I will start by wishing our Financial Secretary, Pat Kinney, a happy and healthy retirement. Pat has been a constant in my working life from the mid-nineties through my early job steward days till now. His dedication and contributions to our members and families of this Local are many. Countless appeals with WCB, Short Term Disability, Health & Welfare claims, and pension support managed with strong guidance and a steady hand. It is good to know he will now move his boat and fishing to the top of his new priority list.

This year has been a difficult one for many in our Local Union. While navigating through the health concerns of the new COVID era and managing new financial challenges with a significant rise in inflation, workers must adjust to a higher cost of living and concerns about how long before we see a levelling out of everyday cost increases. Trust in job security would help in planning for stretching a dollar to run a household. Unfortunately, there is now uncertainty for many of our manufacturing certifications.

Announcements that the WFP Port Alberni Division will be down until April or May, the WFP Cowichan Bay division is down at this writing, and Saltair, Chemainus, and Duke Point divisions are down from December 19th through January 3rd. This creates uncertainty, especially for those in the Alberni Valley, where the Somass division closure is a not-too-distant memory.

Our members are resilient and will weather these trying circumstances as they have in the past, let us hope the new year will see improved conditions and answers to frustrating training shortfalls and improved shifting schedules for a decent work/life balance.

Hopefully, employers now recognize that most of all Western Manufacturing is now wholly dependent on overtime to stay running and that workers are their most important commodity. Overtime grievances are still too frequent and any discrepancies between time and a

half and double-time pay should be communicated by the supervisor before the work begins. Finding new technicalities to avoid paying double time is not helpful to either party.

From my point of view, excessive overtime hours lead to fatigue which leads to potential safety risks where mistakes may happen in the workplace and can often lead to discipline and/or post-incident drug testing.

Overtime is voluntary, and as such, a member should not feel pressured to work long hours because “we have no one else” or “we have no one trained up yet.” Insufficient training or inadequate hiring practices are not the fault of a worker who may otherwise have no interest in working longer hours and/or be too tired to do so. On that note, I would encourage members to keep track of their rates and the overtime hours worked as the present payroll platform and input procedures continue to force workers to identify and report errors, then suffer a pay shortfall until the next pay period, at best. Mistakes happen, but not at the high frequency within the present system.

On the good news front, sick day legislation and card check legislation are substantial benefits to our Union and hopefully, our lobbying efforts with our Provincial Government will bring more labour friendly laws in the coming year.

As the year ends, I would like to thank the membership, my fellow Officers, and Board members for their support in this work and especially all our Plant and Safety Committees for the selfless work they do for our Local and the entire membership.

Happy Holidays and all the best to you and yours.

**In Solidarity,**  
**Chris Cinkant**

# OUR INDUSTRY WORKS WELL GENERATION AFTER GENERATION

## A FAMILY STORY BY ROB NORMAN

My grandfather, Henry Norman, was a Finnish immigrant and started logging around Cowichan Lake in 1912 and eventually Caycuse in the 1920s. His job was to train loggers in a new way of harvesting timber with a wooden spar tree, and a donkey machine called a skidder with a skyline.

My dad, Al Norman, started logging in Caycuse Camp on July 4, 1940, and eventually became the head rigger. Dad raised and rigged all the wooden spar trees until the steel spars were introduced.

Being raised in Caycuse and having logging in my blood, I too started in the division on July 17th, 1974. Other than a short stint logging in Wakeman Sound in 1975 I have logged my entire career in the Caycuse-Renfrew area on TFL46.

I did most of the yarding and logging jobs until January 2001 when I decided it was time to take those caulked boots off and trained as a log truck driver. Today I haul logs for Mt. Sicker Timber, and we contract for Teal-Jones. I haul 2nd growth loads from the same lands that my father and grandfather logged the first time.

If there is one thing, I have seen in my almost half a century career is "CHANGE". I can certainly say it is a far different industry today than when I started. Some changes I had difficulty with, but the change I definitely supported was the introduction of the Forest Practices Code. Even though nature has healed itself from some of our former ways, we can now brag that our logging practices are world-class. The code ensures that we log in a more environmentally sensitive way. This is unlike other countries where there are little or no regulations. The real beauty of our forest industry is that it is renewable and sustainable.

It is extremely disturbing to hear the misinformation that the protestors are spreading about the future logging in the Fairy Creek watershed. This happens to be part of my working forest. Their misinformation is based on perception and emotion instead of on the facts. If in fact, they studied the logging plan for the Fairy Creek area, they would discover that the majority of the old growth timber would never be touched.



Photo of Rob Norman's grandfather, Henry Norman standing on the tracks, with the steam skidder behind him, prior to his retirement in the early fifties. The location is 20 km. on the Caycuse main.

## Rob Norman Cont'd

If only they would consider the huge amount of planning, engineering, and red tape to even get a cutting permit for the area.

The protestors are known to sabotage equipment, cut brake lines of ambulances, tamper with bridges, spike trees, or anything else that could endanger the safety of the forest

workers in an already dangerous industry. This has meant locked gates are now placed on the main logging roads with security people. Unfortunately, the people who want to enjoy our public lands for such things as fishing, hiking, hunting, or whatever cannot have access.

This year marks a 30th anniversary that is definitely not worth celebrating. In the summer of 1991, my logging division of Caycuse had to deal with protestors in the Walbran Valley. Even though 30 years have passed, a lot of the misinformation they told then is being said now. If their claim that Fairy Creek was in fact the last untouched watershed, and the entire area were to become permanently preserved in parkland, this group would only move on to the next valley and claim the same.

As I write this the RCMP are dealing with these law-breaking protestors that are arrested and released with little or no consequences. Instead of focusing on crime, murderers, and drug dealers, the RCMP are having to put their efforts into arresting these protestors on a daily basis. The RCMP are totally frustrated. I could not imagine the cost to the taxpayers.

We can all contribute to educating the public on the facts of what is actually happening in our industry. We must include the actual amount of old growth that there is in B.C. and how huge an area that is permanently protected in parkland as good examples.

Now that my career in the industry is almost at an end, I truly wish that the working forest will not be further reduced. The forests, both old and new, provide opportunities for generations to come.

**Submitted by  
Rob Norman - Duncan B.C.**



**Rob Norman with a load of fir gang, also at 20 km. on the Caycuse main, taken from cut block 5561. These logs were harvested from the high side of the road where my grandfather's guy line stumps were located. Despite what the Environmentalists might say, our industry works well generation after generation.**

## PORT ALBERNI REPORT

By Glen Cheetham, 4<sup>th</sup> Vice-President



As this is the last news article of 2022, I want to start by taking the time to congratulate Pat Kinney on his retirement, Pat has been a dedicated Union member and Officer of the Union and this Local for many years. Pat has been a mentor and sounding board for a lot of the present officers in the Local, and we wish him and his family all of the best for a healthy and happy retirement that is well deserved.

Now I must digress into the reality of what is going on in the forest industry, first I want to talk about the situation in the Alberni Valley with the situation facing the Alberni Pacific Division, they were curtailed for the first quarter of 2022 then started up in around Mar. April and ran until early October 2022 with an announcement that they will be curtailed again until April or May of 2023, this is looking like the same way WFP disposed of Somass Division in 2017 by continuous short shutdowns followed by a lengthy shutdown then a closure notice.

The Local Union was able to come to an agreement with WFP to give laid-off maintenance workers from APD to go work at other WFP operations with some living out expenses being covered along with mileage. This is a temporary agreement that has an end date of December 17<sup>th</sup>, 2022, it will help some of the laid-off workers and also helps the company as they struggle to attract skilled tradespeople to join their company.

In my opinion, this company has no regard for communities that have processing facilities and have provided timber from their outlying areas for many years, hard-working men and women that have given their company millions of \$'s in profits and put a shit load of money in upper managements ass pockets without them having one nickel of their own invested into this, yet they can make decisions that destroy communities while becoming filthy rich with no remorse for what they leave behind in the communities that they destroyed. Once again, it is my opinion the former CEO of WFP created this situation as it was not a secret, he was not a fan of the Alberni Valley, we hope you can sleep at night in your very wealthy retirement knowing the destruction you caused in the valley.

With APD being curtailed for a portion of 2022 there were still approximately 25 export log ships loaded during 2022 right next door to the mill, it is time that the gov't puts a jobs commissioner in place, and also some sort of appurtenances clause back in place to protect jobs.

WFP has announced that all of its manufacturing operations will curtail from December 19<sup>th</sup>, 2022, until January 2<sup>nd</sup>, 2023. With this downtime, for the members that have been working steady, it will give them an opportunity to spend some quality time with their families through the holiday season.

The San Group Mill (Coulson) in Alberni has had a few fiber issues that have affected the operation of their Hew saw but they continue to work through those and are trying to expand that business. As of this writing, their schedule for the holiday season has not been confirmed.

Franklin Forest Products, a custom cut mill situated at Franklin river continues to run on a steady basis and is planning to run right up to December 23<sup>rd</sup>, 2022 and looking at curtailing for the week in between Christmas and New Year to give the crew some much needed time with their families. They will also be investing in their operation in 2023 by adding a C Frame to the sawmill.

There have been a couple of good news stories that I would like to acknowledge, first there were a few employees at Duke Point Sawmill that took the initiative to raise some money to help a couple of families out for Christmas. With the blessing from the Plant Committee and the generosity of everyone that donated they were able to raise enough money to secure a complete Christmas for two families of five, a great job by everyone involved, and maybe next year this will catch on and can be duplicated in all operations.

In the Alberni Valley with the news of APD being curtailed, Hertel Meats a local butcher shop kindly donated a whole lot of product to be distributed to families that are in need.

## Port Alberni Report Cont'd

With the amount of product that was donated, we have not only been able to help out laid-off workers and their families but have expanded it to help others.

On behalf of the Local Union, we cannot thank Hertel's and their staff enough for this very generous donation, and from all of the families that have received the products they also say thank you and we wish all of you at Hertel's a Merry Christmas and Happy New Year.

That about wraps it up for another year, I hope everyone gets to spend some quality time with their families over the holidays, and all the best for 2023.

**In Solidarity,  
Glen Cheetham**

Happy Retirement to long time Local Activists Bill Merriman (left front. It was Bill's last day on the Boom Boat at the Duke Point Sawmill!!

YOU DID IT!  
*Congratulations*



**Back row**, Left to right - Dave Halaliku, Kolton Taylor, Nolan Paquette, Kevin Copeman  
**Front row**, Bill Merriman, Tyler Merriman, Jason Giese, and Tyler's two boys Bill's grandsons - Cruz and Jake

# KINNEY REPORT

By Pat Kinney, Financial Secretary



## LTD Plan

This fall the LTD Plan was able to increase the monthly payments by another \$250 per month starting in September so that a member will receive \$2750 in total per month up from the \$2500 per month while on LTD. While we have a long way to go to get to an acceptable rate that is equitable for our members, I believe our Plan will be in position and there will be opportunity to see more increases in the future. As most members are not aware, there are other benefits also covered by this Plan and these are a cost to Plan. The LTD Plan covers the pension accrual based on the 1500 hours per year that does not affect the banked hours you have in the Pension Plan; you also have coverage for your Extended Health Care and Dental and coverage for your Life Insurance. The Life Insurance policy also has a provision that once a member ages out of LTD at age 60 and is still disabled and cannot return to their work they would be eligible for a waiver of premiums for the Life Insurance which would give the member entitlement to life insurance until 65 years of age at no cost to the member. These are some of the costs that have to be considered when looking at any increases and is a balancing act with funded levels for when we can get increases. We do not want to get into a position like we were back in 2009 when we had to make drastic cuts to the Plan in order for it to survive. I believe now the health of the Plan through our funding and sound investments from our money managers will continue to make the LTD Plan a viable plan for years to come.

## Health & Welfare

With the hangover from COVID and the pressure that we are all aware of on our doctors, nurses, and hospitals, the medical system is just not keeping up. Our members are finding it harder to get medical aid and an ever-growing amount of our membership do not have a family doctor. This means that they are utilizing either walk-in clinics and/or emergency rooms in the hospitals for their needs. With that being said this also makes it harder to get medical forms and information filled out for our membership in a timely fashion when applying for any of the benefits which in turn makes the time frame longer to have claims accepted and payments made. In saying this we can only ask that the membership be as diligent as possible and keep on top of their claims. Putting it aside will only prolong receiving your much needed benefits.

## Medical Employment Insurance

The Federal Government has just announced that they have increased Medical EI from 15 weeks to 26 weeks effective December 18, 2022. This is welcome news to our membership that are over 60 and 65 years of age and those who are now no longer eligible for LTD when becoming disabled. The member will now be able to access 52 weeks of continuous benefits while being disabled, 26 weeks from Short Term Disability and 26 from Medical EI. This is a huge change as they will now have an extra 11 weeks of income coverage while on Medical EI.

## My Retirement



I would like to take this opportunity to let those that have not heard that I will be retiring as of January 1<sup>st</sup>. I have been in this industry for nearly 50 years and I am extremely proud to have been a member and representative of the IWA and the Steelworkers Union for the entire time. I can truly say that if asked what I would change if I had to do it all over again, the answer would be not a damn thing! I can honestly say that all of the ups and downs we have endured during my tenure are and will always be seen in my eyes as the best of all times for our Union and this Industry. Our Local has had the very cream of the crop of officers and staff defending and advocating on behalf of the membership and I am extremely proud to have been a part of it. This membership demands and expects this of our leadership, this is the sole reason for the prominence and respect that others have given to our Local over the years. I have every bit of faith and confidence that the Local's current and future Officers and Staff will continue down this path well into the future.

I am pleased to say that Dusty Palmer will be my replacement as Financial Secretary and will flourish in this position. She is a proud Trade Unionist, a strong, dependable, committed person with an excellent work ethic. Dusty has the ability of being a quick learner and is a very capable person who readily accepts the challenges of the responsibilities of the tasks and duties of this position. Congratulations Dusty, you will do well!!

I will always cherish the friendships of our members and colleagues I have met and worked with over the years and the many fond memories I have forged with them, but it is time to practice what I have said to so many "you work so hard for your retirement years you should also take time to enjoy them." This I shall do as I will be leaving in good health and at a time where I can still enjoy some travel with my good wife and spend as much extra time as I can get with my family and grandchildren, and fishing of course!

I will be forever indebted and grateful to have had the support from all of the past and present Officers, Staff, and Members for the opportunity to be able to continue in this position for the better part of the last 23 years.

I humbly thank you for the opportunity as it has been great!

**I wish you all a Merry Christmas and a Prosperous New Year and Future.**

**In Solidarity,  
Pat Kinney**



From left to right USW Local 1-1937 President Brian Butler, Financial Secretary - Pat Kinney, Wood Council Chair - Jeff Bromley, District 3 Director- Scott Lunny USW Retiree - Ranjeet Manik & Retiree and Archivist - John Mountain

**“In the Past 13 years it has been a pleasure working under Pat Kinney’s guidance, his presence in the office will be greatly missed. Pat’s door was always open, and he always had time to listen. Congratulations to Pat on a well-deserved retirement!”**

**Julie Wright, Administrative Assistant.**



**The last Executive Board Meeting picture taken with Pat Kinney as Financial Secretary**

# THE PALMER REPORT

By **Dusty Palmer, Business Agent**



## Learning is Lifelong

It has been an interesting several months since we last reported to the membership through our newsletter.

USW had its International Convention in Las Vegas. Approximately 3000 delegates and guests from across North America participated. It was the first in-person constitutional convention since 2017.

Delegates/activists set the agenda by speaking to resolutions on the floor. These resolutions can change the constitution for the following three years. Some of the resolutions put forward are meant to raise standards for our members and all workers by supporting public policy that provides for protections and expansions of worker rights and to change laws that are anti-worker or anti-union. Other resolutions were to oppose attempts of the government to roll back laws and regulations that protect our health, safety, and environment.

Federal NDP leader Jagmeet Singh was a guest speaker as well as Canadian Labour Congress President Bea Bruske. Jagmeet Singh acknowledged that every single one of us contributes to making our communities a better place and that they are going to fight for fair trade laws that protect workers. USA Vice-President, Kamala Harris addressed USW delegates as well. She thanked the Steelworkers for all that we are, for all that we have always been, for all that we do, and for always standing in solidarity for workers everywhere. She mentioned and acknowledged that for decades, USW workers have fought for living wages, company pensions, and job security. It was pleasing to have the White House administration praise Union activists and make a task force that is committed to removing barriers to organizing. Quite refreshing from the previous Trump administration.

Since June 2022, I have been training for my new role of Financial Secretary for the Local, which I will start in the New Year. Gaining new knowledge is a lifelong task, and I enjoy the challenge of learning something new.

Pat Kinney will be retiring from the Local after 23 years of service. His first eight months on the job with the Local was as a Business Agent and the remaining years were as Financial Secretary. Pat has put in 49.5 years in the Forest Industry, which is quite impressive. He consistently showed up early and left late, always keeping members' needs as a top priority. I would like to wish him and his family all the best in the next chapter of their lives. Being a pro on retirement matters I know Pat will find meaningfulness and happiness along the way on his new path. He will be greatly missed.

My new role will include several different hats. At the end of August, I attended my first IWA Forest Industry LTD full Board Meeting as a Union Trustee. The advisors, actuaries, finance managers, a plan auditor, and other professionals reviewed the health of the Plan, investments, number of claims, and other factors that affect the plan. It was interesting to learn of all the contributing factors and good to meet the Board members.

In November, I attended the 55<sup>th</sup> annual Canadian Employee Benefits Conference. I sat in on 14 sessions covering a wide range of issues and trends across pensions, benefits, investment, administration, and other key topic areas. We heard of emerging trends and what they could mean for our plans. It was a good conference to learn something new and realize how much more there is to learn. I plan on continually learning to have a good perspective of what the future might bring in order to serve you (the members) in the best possible way.

I wish all of you a happy and safe holiday season and may 2023 be a great year.

**In Solidarity,**  
**Dusty Palmer**

# NORTH ISLAND LOGGING REPORT

By Dan Jorgenson – Business Agent



## Merry Christmas from Snowy Port McNeill

Some of the operations I service are down because of snow, and others we are advised are down due to permit problems, soft markets, and DRIPA. As with any reason, it is tough to take for so many loggers on North Island. No one wants as much downtime as we have had in 2022.

Not only is it difficult on individuals and their families to be laid off. Especially at this time of year, but the longer the layoff, the more likely it is that workers find work elsewhere and then questions start as to whether the company will have enough employees to start up when they do have permits or markets available.

The November 25, 2022, lumber price on the BC government webpage (google Vancouver lumber prices) shows Spruce Pine Fir 2x4 selling for \$475/000 bd ft in US dollars. Now Hemlock squares are selling for \$1204/000bd ft, and the other staggering number is Western Red Cedar 2x4, is worth \$1800/000bd ft. The numbers seem to show prices that still have a good profit margin, yet without permits, our members cannot go to work.



**Rick Lyngen Camp Committee member  
– Quatsino Dryland Sort.**

Our members seem to be caught in the middle between companies and the Province over permits, stumpage, and other forest policies. This frustrating process affects our members and the community more than companies or the province understand. We continue to ask questions of the company and our government on how we can best work together to resolve issues and get back to work for everyone's benefit.

I for one am hoping for improved operating time for all of our members in 2023. Let us hope that government and the company feel the same way.

I wish everyone a Merry Christmas and a prosperous new 2023.

Dan Jorgenson, Business Agent



**Boom boat – Quatsino Dry Land Sort**

# NEW FRIENDS, EDUCATION & OPERATIONS REPORTS

By Shelley Siemens – Business Agent



**Shelley Siemens and Alex Filali**

I recently had the pleasure of meeting a new friend and USW member from Starbucks. There has been a large movement towards certifying Starbucks due to some of concerns of treatment from the employees.

My new friend shown to the left is Alex Filali and her story is one of many new and young workers in a precarious industry that offers little job security. Alex told me that they unionized in June, just days after BC changed to a single-step certification process for Unions.

Alex stated that “We’re a busy store with about 40 workers, many of them high school students, and young workers. At 27, I’m one of the oldest employees! It was a relief to know we wouldn’t have to worry about anti-union and anti-worker push back like a lot of other stores have had to deal with.

During COVID shutdowns, we were told we would stay open as we were essential. It was such a tense time, and we did not feel Starbucks was taking our concerns seriously. Customers mistreated us, corporate mistreated us and we had to make ourselves heard. We deserve better.

Even though we currently do not have a contract yet, being in a Union has already made management and corporate more cautious with how they treat and speak to us. It is not as much respect as we deserve, but its definitely a step in the right direction”

## CONTACT US

To join our Union or for more information contact us at the toll-free phone numbers below:

1-866-746-6121 Duncan

1-800-663-5594 Courtenay

1-877-611-2171 Burnaby

1-888-956-4312 Port McNeill

250-724-0171 Port Alberni (local calls only)

Or email the Union at: [bbutler@usw1-1937.ca](mailto:bbutler@usw1-1937.ca)

An organizer will contact you within the next few days on a completely confidential basis.



## Bargaining

As always I have been keeping pretty busy with education and the day-to-day business that takes place in some of my operations.

Recently, I and the USW MOWI Bargaining Committee completed bargaining. The Bargaining Committee negotiated important language like incorporating the National Day for Truth and Reconciliation as a statutory holiday into their Contract. MOWI members will also enjoy some new shifting language along with some of the highest increases they have ever received, this sounds pretty good on paper, but when you consider the Cost of Living is out of this world it really is still not enough to mitigate the inflated economy, but it is helpful.

I and the USW Noboco Bargaining Committee are currently at the Negotiation table with Noboco, which is a Styrofoam container plant outside of Campbell River. So far we have met for two days in December and have made some great progress with adding new language and straightening out some existing language. We are hopeful that we will have a tentative agreement signed off at the beginning of the New Year.

## Education

I am very pleased with the place we are at with our Education Department. Our Local has updated our Education Section on our website which has drop-down modules that have descriptions of our classes so you know what you can expect in all our courses. We encourage everyone to go and check it out. The Education Department has managed to educate members by being creative and working to make sure that all the members are getting the education they deserve. Even if that means our facilitators jump on a ferry and instruct in your area. We have been trying out new methods to continue to educate our members and so far so good. Our recent Shop Stewards Level I course was held in Burnaby by facilitators Laura Boyle and Gillian Tew. These two are veterans when it comes to writing grievances and our members are in good hands with all our facilitators.

In closing, I want to wish everyone a safe and Happy Holiday



**In Solidarity, Sister Shelley Siemens**



**Shop Stewards Level I Burnaby - left to right, Shawn Finnon, Jerome Dube, Tyler Pembleton, Ranj Mann, Michael Bissegger, Liam Selmes, Sabastian Strange & Gillian Tew.**

# MID ISLAND LOGGING REPORT

By Jason Cox - Business Agent



As 2022 comes to a close, I would like to congratulate Pat Kinney on his retirement on January 1<sup>st</sup> and also congratulate Dusty Palmer as she steps into her new role as Financial Secretary for the Local.

The first week of October, Brothers, Nolan Paquette, Tyler Stromquist, Rodney Smith, and I attended the 3<sup>rd</sup> National Gathering of Indigenous Steelworkers in Sault Ste. Marie, Ontario. The conference had a tremendous amount of valuable information, I was very honoured to be a part of the event.

Brother Nolan Paquette and I went to Kitimat the third week of October to see the employees of Sodexo and had a brief tour of the LNG site. Nothing short of amazing to see a camp that has the potential to house, feed, and entertain 5000 workers. On October 26<sup>th</sup>, I attended the Wood Council Conference in Langley and more recently the BC Federation of Labour Convention in Vancouver.

I would like to thank all our members for their dedication and hard work over the last year dealing with their day-to-day operational concerns and issues.

In closing, I would like to wish everyone a safe and happy holiday and a wonderful new year.

**Jason Cox, Business Agent**



**Seated Left to right -Tyler Stromquist, Jason Cox, & Nolan Paquette**



**Guest Speaker at the 3<sup>rd</sup> National Gathering of Indigenous Steelworkers in Sault Ste. Marie, Ontario. (picture taken from the District 3 Facebook page)**

# SAULT SAINT MARIE INDIGENOUS CONFERENCE

## Executive Board Member Tyler Stromquist



There were roughly 100 people there from all over western and Eastern Canada. Presidents from different Locals and even the National Director Marty Warren.

Many different people spoke, even some locals talking about their hardships growing up being First Nations. Each person had a different subject depending on where they were from. One fellow from Manitoba spoke about being so remote and dealing with drug abuse and people's mental health. The people who were the MCs talked about racism in the work environment involving First Nations. They were very good at involving everyone. We did a lot of group discussions involving experiences we have had with racism or just hardships in life. At the end we had some drumming and talked about the new Indigenous Engagement Coordinator position.

**Shown here - Delegates listen to speakers as they talk in the Speaking Circle**



**Guest Speaker at the Mic speaking to delegates of the 3<sup>rd</sup> National Gathering of Indigenous Steelworkers Convention.**



**Delegates gathered in the Speaking Circle**

All photos seen here taken off of the USW District 3 Facebook page.

# SOUTH ISLAND REPORT

By Nolan Paquette – Business Agent



Hello friends,

It has been a while since my last update, so here is what has been going on.

I am currently bargaining two tables, School District 79 and Comox Valley Distribution. Due to delays in Provincial bargaining, we have just started to bargain with School District 79. We have had a few sessions and more are scheduled for the New Year. The Committee is focused on getting a contract in place and is thankful for the member's participation and patients with the slow start getting to the table. We have tabled roughly 35 proposals and will do our best to get what you have asked for. Watch for updates via text or email in the New Year.

Comox Valley Distribution is my second table, and we are meeting regularly with the Company to work on the roughly 25 proposals that came from the membership. With a few rounds behind us now and dates set for the New Year, the committee and I hope to come to a fair deal in a timely fashion. On that note, I would like to thank the members from Comox Valley Distribution for keeping the freight moving and doing their part to help keep the supply chain moving. With the backlogs that seem to be taking place around the world, your dedication is appreciated across Vancouver Island.

With restrictions lifting after the pandemic and travel becoming easier your Local Union reps have been busy playing catch up. I attended my first year of the Leadership Development Scholarship (LDS) Program in September. This is a four-year program that helps develop your leadership skills through a very informative week-long training session held at Linden Hall in Pittsburgh. There were members from almost all of the Districts of the United Steelworkers and I was truly fortunate to have been selected to take part in this program. In this first year, we learned about labour history and the importance of never forgetting the struggles that our Union has faced in the past. We also practiced public speaking, and we looked into the many

different leadership styles that exist and how working together helps to build a strong network of Union Activists to help our Union to continue to grow and better support our membership with issues they may be facing. I look forward to gaining more knowledge from this program in the years to come.

I also attended our Wood Council Conference held in Langley at Local 2009's office where all the Wood Council Locals had delegates attend, as it was an election year and we were behind on meeting together in person to elect our Wood Council Chair. Brother Jeff Bromley was re-elected as chair and I am confident he is a great fit for the role. His support for the Wood Council Locals is appreciated and we look forward to seeing what he can accomplish in his second term.

There have been a few other conferences and education sessions that our members were able to attend since my last update which include, the 3<sup>rd</sup> National Gathering of Indigenous Steelworkers in Sault Ste. Marie, the 60<sup>th</sup> annual B.C. Federation of Labour Convention in Vancouver, Stewards training, Bullying and Harassment training, Organizing training, Summer School in Kimberly B.C., and the up-and-coming CLC Winter School sessions in Harrison B.C. If you have attended any of these, I want to thank you for your participation in your Union and to remind you to keep fighting for what you believe in. Your hard work and commitment are what keep the Union strong and allows for better working conditions for all our members. If anyone is looking to get more involved in the Union please reach out to your Committees or Business Agents.

With the holidays just around the corner, I just want to remind everyone to stay safe and stay focused, so you can enjoy some time with family and friends. Merry Christmas and Happy New Year to all.

**In Solidarity, Nolan Paquette**

# SOUTH ISLAND NEW BUSINESS AGENT REPORT

By John Binng



Hello Brothers and Sisters

My name is John Binng, a new Business Agent with the Local Union. Before being hired as Business Agent on October 31<sup>st</sup>, I was the Camp Committee Chair at the Western Alberni Pacific Division operation for many years.

I have recently come on as a Business Agent serving South Vancouver Island. I am currently working alongside Nolan Paquette as Nolan transitions into another assignment. I have lots to learn but look forward to the challenge. I would like to thank all the Business Agents and Staff for helping me in this transition.

In writing this, the planer mill at APD has operated its last shift for the foreseeable future. The sawmill has been curtailed for the past 8 weeks. There is no startup date for either the sawmill or the planer mill currently. This is the second year in a row that APD has been curtailed during Christmas.

Hopefully, by the next edition of the Solidarity News, I will have enough time in to be able to fully report on all of my activities in the operations I have been assigned to service.

I would like to congratulate Pat Kinney on his retirement. Pat has provided advice and leadership for many of us over the years. I wish Pat all the best in his retirement & future endeavors.

**I would like to wish everyone a safe and happy Holiday Season and a healthy New Year.**

**In Solidarity,**

**John Binng, Business Agent**



# HEALTH AND SAFETY

By Jack Miller- Safety Director



Hello Everyone;

Well, 2022 was certainly a challenging year in many ways, weather certainly played a big part in most of the logging sector in B.C. Here on Vancouver Island many operations started up late due to snow conditions, it seems that just as most operations got up and running, we can head on into summer and heat shut many of us down again. It seemed strange to go from temperatures in the high 20's, to snow the following week in October.

At this time, a lot of operations are shut down for snow. Several operations have been informed they may not fire up again until the spring of 2023.

Next year will be a challenging one, I am sure. Our biggest challenge will be to keep everyone focused on safety. There will undoubtedly be many personal situations that arise that have the potential to distract people from the task at hand. It will be more important than ever, both personally, and as a crew to make safety our **number one priority!** There are so many interruptions to our work these days that it is hard to maintain a consistent focus on safety within operations.

Senior employees retiring have left big holes to fill on our Safety Committees and it is almost impossible to fill those spots. Your Health and Safety Committee at your operations are crucial to maintaining and developing existing and new safe job procedures that come from both old and new harvesting methods. We have to be part of setting new industry standards as well as fighting hard to maintain the old ones.

Yes, there are a lot of unknowns around the corner that will certainly challenge the Forest Industry and the people that work in it. As these challenges present themselves, we as workers have to deal with them "**On the Ground**" so to speak. The experienced "hands on" workers that we have relied on over the years for training and guidance are leaving the industry. We "**must**" get new people involved on our Health and Safety teams to ensure we maintain our "**Safe Working Conditions**" Everyone is entitled to a safe and healthy workplace. It is up to workers to hold management accountable to provide that "**Safe Work Environment**", and in order to do that we have to make sure we know what workers are entitled to. We have to make sure workers get proper training, not only for the work they perform, but how to deal with and recognize other potential hazards as well.

A well-balanced Occupational Health and Safety Committee at an operation is the key to dealing with an "ever changing" work environment. We cannot, however, maintain or achieve that if we do not get involved.

There is training available for new Health and Safety members. Now is the time to get involved so we can build strong teams. Contact your job steward at your operation or your Local Business Agent, the Local Union office, or the USW Local 1-1937 website.

**I wish you all a "Safe" Christmas and a Happy New Year**

**In Solidarity,**

**Jack Miller, Safety Director**





## Women of Steel are Raising the Bar! Les femmes d'acier font monter le niveau!

USW National Women's Conference  
Conférence nationale sur la condition féminine du Syndicat des Métallos  
October 17-20 octobre 2022 – Quebec City / Québec

Women of Steel (WOS) are Raising the Bar!

USW National Women's Conference was held this year in Quebec City on October 17-20.

After two years of the pandemic, Sisters gathered again as Steelworkers and as Women of Steel.

The theme of the WOS Conference was *Women of Steel are Raising the Bar!* At the Conference, they heard from Women of Steel who are active in their Local Unions, Women's Committees, and Bargaining Committees about how they are raising the bar on:

- Women's health and safety
- Equality at work
- Women's leadership
- Rebuilding after the pandemic
- Strong women's committees

including attended workshops on:

- Women's health and safety
- Domestic violence
- Improving mental health
- The USW constitution
- Bargaining equality
- Working for more racial justice
- Overcoming apathy and increasing women's participation in Union events
- And more!

Other agenda highlights included:

- A keynote talk by USW International Vice-President At Large Roxanne Brown
- Rally on violence against women





**GILLIAN TEW**

Sister Gillian Tew said she had such an amazing experience. The 1-1937 USW Woman of Steel travelled to Quebec City to enjoy five days at the National Women's Conference. We attended a rally in support of stopping violence against women.

I learned so many things to bring back to our Committee and new ideas for us to look into and research.

There were some things that happened in town the last day of the conference that saddened us all. Some of our sisters were racially discriminated against at a restaurant. We had a debrief and talked about ways we could help if we are near a situation like this in the future.

Overall, I feel we all learned a lot over the week of training and brought back some great ideas for the future!

**In Solidarity**

**Gillian Tew, Trustee & WOS Co-Chair**



We attended morning meetings on different issues.

All gathered in the Conference Centre (around 300 women) we listened to many speakers and panels of committees talk about their Local's, and what they have accomplished.

One panel was of new Women's Committee leaders. Some as young as 23. They talked about how their Woman's Committees were formed, what they had accomplished in the short time they had been running, and what their plans were for the future.



Sisters Samantha Stevens and Sandra Wilson attend a Rally to End the Violence Against Women.



Left to right – Sisters Sandra Wilson, Gillian Tew, Samantha Stevens & Vicki Miller

# CONVENTION HIGHLIGHTS



President Butler at the microphone addressing the International Resolutions Committee



Special Guest Speaker - The United States Vice President Kamala Harris addressing the USW delegates at the International Convention



## USW INTERNATIONAL CONVENTION VEGAS

August 8-12, 2022

Sister Shelley Siemens addressing the International Delegates on the importance of continued education.



Congratulations to Sussanne Skidmore, President and Hermender Singh Kailley, Secretary Treasurer on their acclaimed positions at the BC Fed. We look forward to working closely with you both.

## BC FEDERATION OF LABOUR 2022 CONVENTION NOVEMBER 21-25, 2022



Special Guest Speaker Grand Chief Stewart Phillip!



President Butler Addressing the Panel



Nolan Paquette Addresses the Delegates

# USW LOCAL LEADERSHIP CONFERENCE

September 22-23, 2022



Minister of Labour, Harry Bains



BC Premiere David Eby & District 3 Director Scott Lunny



Resolution Committee - left to right  
Glen Cheetham, Doug Wood & Jeff  
Bromley



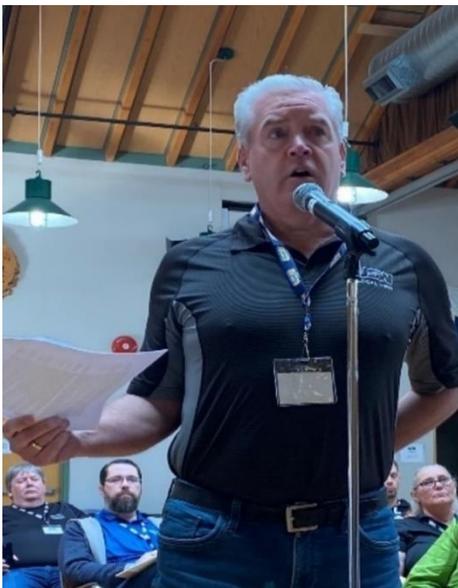
Panel Discussion on Indigenous Relations  
Jeff Bromley – Moderator. Presidents, Brian Butler,  
Local 1-1937 & Jacques Jean, Local 1-2010.

# WOOD COUNCIL CONFERENCE

October 26-27, 2022



Left to right – D3 Director Lunny swearing in Jeff Bromley the Acclaimed  
Woods Council Chair for a second term.



President  
Butler  
addresses  
questions to  
Melissa  
Sanderson  
from the  
Ministry of  
Forests



Melissa Sanderson, Assistant Deputy Minister  
Timber, Range, and Economics Division Ministry of  
Forests

# USW RALLY IN SUPORT OF LOCAL 1944 TELUS WORKERS



**USW Local 1-1937 1<sup>st</sup> Vice President Rick Nelson seen here Leafletting in front of Telus in Metrotown Mall, Burnaby**

USW Locals lined the streets in Vancouver this November in solidarity with USW Local 1944 Members. These members have a ruthless employer that is trying to rip off their Canadian workers. It has been a difficult time for the Telus workers as the company is outsourcing jobs for Canadian workers. USW Local 1944 represents Telus Technicians and Call Centre workers.

To Support the Telus workers sign in to their Facebook page and follow and share their story.

[USW Local 1944 | Facebook](#)



**USW Local 1-1937 Executive Board Member Joginder Sunner leafletting in front of Telus in Burnaby**



**Seen here facing on the right is Brother Dan Jorgenson along with USW Locals from across the province**



**Brothers Deepak Kullar - District 3 & Surjit Theara from USW 1-417**

# LABOUR DAY PICNICS



Left to right - USW Members, Mike Redman-Duke Point Operations, Vicki Miller School District 79, & Nolan Paquette all Volunteer at this year's Labour Day Picnic



Mike Redman, USW Nanaimo and District Labour Council Board Member volunteering at the Labour Day Picnic



USW LOCAL 1-1937 Members are Elected again for a 2<sup>nd</sup> Term as Nanaimo and District Labour Council board members! Congratulations to both Mike Redman and Vicki Miller!

September 05, 2022



Carlo Bertolucci, Desiree Widdifield, Mike Redman, Mike Shewchuk, Kevan Empey, Stephanie Empey. Included but off camera was Brian Bogie and Trevor Landsdal

USW members from the Duke Point Sawmill get into the Christmas giving spirit as they wrap Christmas presents in preparation for donations to families in need this year.





# HUMANITY FUND DONATIONS



Active Retire John Mountain presents a cheque for \$1000 from the Steelworkers Humanity Fund to the Ladysmith Food Bank Office Manager, Barb Champagne



Nolan Paquette handing a donation to employee from Loaves and Fishes Food Bank in Nanaimo



# SEASON'S GREETINGS

*As the year is coming to a close, we would like to express our appreciation for the working relationship we have experienced with your organization.*

*We would like to extend our best wishes to you for a safe and happy holiday and the best in the new year.*

## UNITED STEELWORKERS, LOCAL 1-1937

### OFFICERS & BUSINESS AGENTS

Brian Butler <i>(President)</i>	Dusty Palmer <i>(Recording Secretary)</i>
Rick Nelson <i>(1<sup>st</sup> Vice-President)</i>	Dan Jorgenson <i>(Warden)</i>
Richard Arnason <i>(2<sup>nd</sup> Vice-President)</i>	Shelley Siemens <i>(Conductor)</i>
Chris Cinkant <i>(3<sup>rd</sup> Vice-President)</i>	Jason Cox <i>(Business Agent)</i>
Glen Cheetham <i>(4<sup>th</sup> Vice-President)</i>	Nolan Paquette <i>(Business Agent)</i>
Pat Kinney <i>(Financial Secretary)</i>	John Binng <i>(Business Agent)</i>

### SUPPORT STAFF

Julie Wright	Laura Mauke
Corinne Kerr	Jodie Morgan
Pat Bruggen-Cate	Arin Negaard

*Our Offices will be closed from Monday, December 19, 2022  
and will reopen Tuesday, January 3, 2023*

