

# SOLIDARITY NEWS

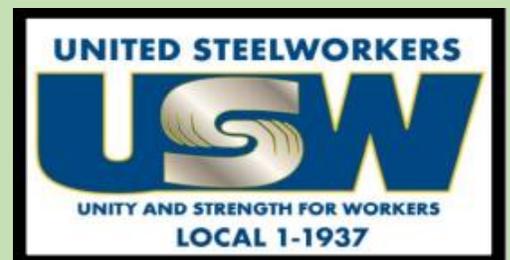
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69 years ago: Lifting logs off the trucks and onto rail cars in 1954

Photo, Courtesy of Rob Norman



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# EFAP

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## EMPLOYEE and FAMILY ASSISTANCE PROGRAM

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CAMPBELL RIVER, COMOX VALLEY & NORTH ISLAND	1-866-789-2266

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Editor: Shelley Siemens  
President: Brian Butler  
1<sup>st</sup> Vice-President: Rick Nelson  
Financial Secretary: Dusty Palmer  
Telephone 250-746-6131  
Fax: 250-746-1012  
Email: [ssiemens@usw1-1937.ca](mailto:ssiemens@usw1-1937.ca)  
Website: [www.usw1-1937.ca](http://www.usw1-1937.ca)



# PRESIDENT'S REPORT

By Brian Butler



## President's Report

### Alberni Pacific Division (APD)

After a year in which WFP only operated its Alberni Pacific Division (APD) for about five months (2022). The Local Union remains greatly concerned that the mill will follow suit with the WFPs former Somass Sawmill (also in Alberni), which WFP also did not invest in for years and over time shutdowns became longer until they became permanent. WFP made it clear in early 2023 that they would not operate the APD Mill as it is currently configured.

WFP then formed a stakeholder working group (of which the Local Union is a part) that was to review any proposals that come forward from interested parties within 90 days of WFP's announcement. That 90 days comes to a close at the end of April. While there has been no announcement to date from WFP or the working group it is our sincere hope that someone comes forward to acquire the site with a plan that will breathe life into the mill.

We all know that the last thing the coastal forest industry and this particular community needs is another permanent mill closure, what it does need is someone willing to invest in the site. Jobs in that operation are vital to our members, their families, and the community at large. Please see Brother Cheetham's article on page 16 for further details.

### USW Wood Council Seeking Change to Government Early Retirement Program

The government program that allows workers in the forest industry aged 55 and over to receive early retirement bridging from \$75,000 at age 55 to \$25,000 at age 65 and over has one provision that creates significant problems for our members. The provision states you cannot work anywhere (other than being self-employed) if accessing the fund. This provision has stopped many workers from considering the option.

The USW Wood Council has been advocating for changes to the provision for some time. Recent meetings with the government show promise that the provision will be altered to reduce or eliminate the rule. We will ensure our members are notified, if and when, the government agrees to a change in this provision.

The USW is also advocating that our members working directly for Licensees in the harvesting sector should also have access to this program.

The other issue with the program is that currently, companies are required to participate in the program as a prerequisite for workers to be eligible and companies have to contribute to the program financially. This provision has also prevented some of our members from accessing the program. The Wood Council is also addressing this issue with the government and seeking changes that allow more workers access to the program.

### [Old Growth Misinformation Campaign Difficult to Overcome, But Efforts Continue](#)

Protecting our working forest has always been a focus of our Local Union and the broader USW Wood Council but it has become increasingly hard work in the past few years due to the policy decisions of the Provincial Government.

The impact on our members and in our workplaces is becoming clear after the government conceded to the emotional misinformation campaigns by Environmental Non-Government Organizations (ENGOS) when they acted on the emotional rhetoric of these groups, instead of relying on science. Our industry is not destroying the environment by logging the small volume of mature forests it harvests.

## President's Report Cont'd

The government estimates provincial-wide job losses due to its initial deferrals which could reach 4500 jobs while a Council of Forest Industries Study placed the number at 18,000 jobs. The deferrals were only the start of the problem as once the ENGO dominates old growth technical advisory panel made its recommendations other dominoes started to fall in the government's approach to forest policy.

Since our last Overview Report in 2022, it is increasingly clear that the Provincial Government may be permanently reducing the deferred harvest in old-growth forests, which has far-reaching negative impacts. It is too early to determine if the government's stated 4500 jobs or the industry's 18,000 jobs is a more accurate reflection of the impact of the deferrals. Either number does not bode well for forest workers in this Province.

We continue to work with the industry on issues of common concern with government forest policy so that we can effectively advocate for relief for workers and changes that will increase certainty in fibre supply going forward.

With the availability of fibre continuing to be in question either because of government deferrals or the fact that getting a permit to harvest is becoming increasingly difficult, it raises serious concerns for tenure security and fibre access. That uncertainty continues to negatively impact the investment that the industry and its workforce clearly need.

Our challenges on this file continue to grow, as many urban municipalities and even public sector Unions are feeding off the misinformation from ENGOs and passing motions to end old growth logging, without even having the courtesy of contacting USW Locals or its Wood Council in order to gain perspective and an understanding of the complex issues involved in forestry. With some public sector Unions openly advocating against the valuable work our members perform, the Wood Council with the support of its Local Unions has developed a PowerPoint for use in meetings

with those Unions who are looking to or have supported ENGOs against the interests of our members working in the forest industry. The presentation is to present facts to counter the misinformation.

We need all stakeholders including government, First Nations, Industry, our members, and others to be champions of the forest industry. Because of the ENGO misinformation, the public is being inundated with, we need a collective effort to advocate positively for our clean, green, and sustainable working forest practices and the carbon-sequestering products we create. We need to reinstate a sense of pride in the practices of the industry and the needed, sustainable, and green products our members produce.

On another note, we will continue our meetings and work with the Huu-ay-aht First Nations (HFN) and WFP when it comes to the old growth file including the uncut volume in TFL 44 as we do our part in reconciliation. We all believe in a vibrant, renewable, and sustainable working forest and we are aware that the government has recognized that the work we are doing with HFN, can be a model for other tenures and First Nations in the Province. We hope to continue this work and expand it within our Local Union.

On that front, our Local has advocated for the government to create a council for First Nations and labour groups where they can meet in a forum setting to learn about each other's issues, exchange ideas and work together in a collective way that supports our common values and opportunities that various Nations and Industry provides.

Another complicated issue that developed as a result of the government's deferrals which has impacted our members, is that BC Timber Sales (BCTS) did not just stop issuing permits for old growth deferred areas, they stopped issuing all permits across BC, which has impacted fibre supply broadly. The Wood Council has raised this issue with the Provincial Government asking to ensure BCTS expedites permits in order to prevent fibre supply shortages that plague the industry.

## President's Report Cont'd

### Interior Bargaining Starts are an Early Reminder of Coast Bargaining Next Year

Forest Industry bargaining is set to open in both the Northern Interior and Southern Interior in May.

Following a Wage & Contract Conference to set the agenda for interior bargaining in 2023 (Hosted by USW Local 1-423 in Kelowna) the USW has scheduled opening dates for bargaining on May 16 (North) and May 29 (South).

While the interior forest industry is quite different from the coastal industry in both fibre supply and product lines there are some important areas where continuity is important such as Pension and LTD to name two.

The start of bargaining in the interior is an early reminder that preparations for bargaining on the coast will soon be underway. The Coast Wage & Contract Conference (where proposals the Union will bring to the bargaining table are finalized) is set to take place on February 22, 2024, in Nanaimo. I anticipate the Conference will involve both Locals 1-1937 and 2009 as it did in the last round.



President Brian Butler  
Addresses the Delegates at the Interior  
Wage & Contract Conference



Seen here left to right are Brian O'Rourke Local 1-2017,  
Grant Farquhar Local 1-405, Wood Council Chair Jeff  
Bromley, Marty Gibbons Local 1-417 &  
Pat McGregor from Local 1-423

In the run-up to the Coast Wage & Contract Conference, it is important for members to start putting some thought into what proposals you want to see taken to the negotiating table. In the coming fall, we will go through the process of having those operations involved in coast bargaining to start passing resolutions in your operations or at yet to be set Local area meetings. Before that process begins, however, it is a good idea to envision and make notes on the new or revised monetary and non-monetary issues your operation would like to see at the bargaining table.

Entering the 5<sup>th</sup> year of our primary Coastal Collective Agreement your Officers and Business Agents have been keeping a record through member experience on areas of the Collective Agreement that will need to be addressed in support of our members for bargaining next year.

As always, please keep your safety and the safety of your co-workers at front of mind in your workplace.

In Solidarity,  
Brother Brian Butler

# MAINLAND REPORT

By 1st Vice-President, Rick Nelson



## Long Time Ward Area 7 Executive Board Member Retires

On April 5 I had the pleasure and honour to attend a luncheon for Joginder Sunner, our long-time Executive Board Member from Ward Area 7, Vancouver, who retired earlier this year, along with Brian Butler and the newly appointed Executive Board Member Iqbal Parmar. We had great conversations listening to Joginder recall many significant events that had happened in our merged Locals over the years, and it was with both a sense of happiness for Joginder, as well as a bit of melancholy seeing this dedicated Union activist finally retiring.

Prior to our luncheon, Joginder and Iqbal treated us to a tour of an exhibition at the Sikh Ross Temple in Vancouver that commemorated the brave fight for the 376 passengers aboard the ship, Komagata Maru in April 1914, when they were denied entry into Vancouver and had to spend two months on the ship before eventually being turned away by the BC Government at the time. These men were trying to start a new life in Canada, joining many of their countrymen who were already in BC and working in the Sawmilling Industry on the Coast. This exhibition and video were a very eye-opening experience, and I was told that the tour was open to anyone who wishes to learn more about this event, and I would encourage anyone interested in it to take the time to experience it.

In closing, I would just like to congratulate Joginder on his retirement, and I look forward to working with Iqbal in the future as our new Executive Board Member for Ward Area 7, and I am sure we will hear many more stories from the past from him.

In Solidarity  
Brother Rick Nelson



# USW LOCAL 1-1937 BIDS FAREWELL TO LONG TERM EXECUTIVE BOARD MEMBER JOGINDER SUNNER



Joginder Sunner

I started working at Mainland Sawmill on September 6, 1986, as a Green Chain Puller. I also held jobs such as a Lumber Grader and No. 1 Gang Operator.

In 1988, I was elected to the Plant Committee and Safety Committee. I was selected as a caucus member in Local 1-217 Vancouver in 1989 and remained in the caucus until it merged with Local 1-71. Since the merger with Local 1-71, I have remained an elected Executive Board Member until today (2023).

I enjoyed working for the greater good along with fellow Executive Board Members on the Island and in Vancouver. I had a wonderful time working as a Board Member along with my Union Brothers and Sisters for the past 28 years. During these years I gained a lot of experience by attending Union Seminars and Safety Conferences so that I could take that experience back to my workplace to help my fellow Brothers who are working in the mill, to make it a better place, and to help improve working conditions. For example, I helped with putting a Job Training Agreement in place with seniority rights and respecting seniority, better safety



Joginder and coworkers attending his retirement luncheon at Mainland Sawmill March 10<sup>th</sup>, 2023

improvements around chemicals used to stain lumber. Provided training and improving skills to employees inside in key jobs, such as millwright, filer, electrician, edger, lumber grader, sawyer, forklift operators, boat operators and many other operator jobs.

I also had a chance to attend an Annual Delegate Meeting in Jack Munro's leadership in Toronto in 1991.

I worked alongside Harry Bains when he was our Union Business Agent and Gary Wong in Local 1-217 in Vancouver and 1-2171 in Courtenay. I also worked along with Darrell Wong when he was President of Local 1-2171. Then there was another merger with Duncan and Mid-Island Locals where Brian Butler is the President of what is now Local 1-1937.

I appreciate and thank Brothers Brian Butler and Rick Nelson for their help and the level of energy they put into improving the conditions for all USW workers, they are very caring and kind and genuine and wish them many years ahead. I also thank Pat Kenney for all his

## Farewell To Joginder Sunner Cont'd

help and all the staff in the office and the field for all their help over the years.

I also would like to thank all of the USW Board Members, Officers, and Staff for all they do for everyone. I will take this experience and pass it along to my children and grandchildren, about the Power of Union and "Unity" and that being in a Union is the strength.

Thank you to everyone from the bottom of my heart and keep up the good work!

Joginder S. Sunner  
Executive Board Member  
Ward Area 7 Vancouver



Left - Joginder Sunner  
Right - Rick Nelson USW Business Agent



USW Executive Board members pose for one last picture with Joginder Sunner and Jack Miller as an Executive Board Member. Joginder and Jack seen here holding Certificates of Appreciation.

# HEALTH & SAFETY DIRECTOR

## LOOKING FORWARD TO RETIREMENT



Hello Brothers and Sisters

Well after over 50 years in the forest industry, I've "hung them up". I have had a great career and have met a lot of great people. Anyone who has, or is working in the woods, knows it can be very challenging, especially when it comes to safety. I have to say that we have come a long way since I started in 1969 at Vernon Camp in the Nimpkish Valley.

Canadian Forest Products had four camps at that time, and close to 800 people employed. Now Western Forest Products owns the TFL, there are only about 90 people left working and the annual harvest is less than half of what it was when I started in the valley.

A constant evolution of new harvesting technologies, as well as the demands, both economic and social, have dictated that there would be fewer "boots on the ground" no matter how many people we have going to work every day, our number one goal has to be making sure that everyone "stays safe".

I was hesitant at a young age to get involved with camp committees and safety committees. As the years progressed, through my personal experiences and those of others I wanted to help make a difference. It can be very rewarding in knowing that you've been a part of making positive changes that improve the safety of your fellow workers.

The IWA, and now the USW, provided me with the education I needed to take on the challenges and represent my Brothers and Sisters as they should be, particularly in safety. I have lost a few good friends over the years, guys who never came home that night.

I wanted to be a part of "knowing why". The Union provided incident investigation courses. I personally knew what the job entails but not the understanding of the critical investigation process.



You have to have both to make sure an investigation is done properly and that nothing is missed.

It is the only way the necessary changes can be made regarding safety so that everyone does come home at night.

Your Union will provide you with all the help they can no matter what type of committee you are a part of. We have an excellent Education Committee in place and we are constantly improving existing courses as well as adding new ones.

If you think change is needed, no matter what sector you are a part of, then get involved, and bring your voice to the table!

## Jack Miller Retirement Cont'd

I will miss being a part of the Local Union, my last position as Safety Director was a very educational and rewarding one.

Having been involved either as a Camp Chairperson or as a Faller's Safety Rep., Employee Family Assistance Program, NWAC, Felling Technical Advisory Committee, and as a liaison to the BC Forest Safety Council, as well as many other committees, has kept me busy.

**I would do it all again!**

I am looking forward to my retirement job, the list (and I'm sure will always be added to) has begun!

In between I am sure I will find some spare time to go hunting and fishing. Hopefully, I will have some time to spend with my great-grandchildren. My first great-grandson, Blake will be a year old and many more to come.

I wish all my Brothers and Sisters a healthy and happy safe future.

I will miss you all - Jack Miller.

## Jack Miller shown here doing an Accident/Incident Investigation



# USW SWEAR IN TWO NEW EXECUTIVE BOARD MEMBERS

At our recent Executive Board Meeting we had the great pleasure to swear in and welcome Brothers Shane Moyer and Iqbal Parmar as Executive Board Members. Shane Moyer is a Franklin member out of the Port Alberni Division, drives logging truck for the past 6 years. Shane is now the Ward Area 12 Board Member in this region.

Brother Iqbal Parmar has been at Mainline Sawmill 35 years! Where he is currently the Chair of his operation and the now Ward Area 7 Board Member.

Congratulations to these two new Board Members!



Brother Jason Cox holds the constitution in hand as he swears in the two new Executive Board Members, Shane Moyer & Iqbal Parmar



Shane Moyer & Tyler Stromquist



Iqbal Parmar & John Binng

## SECOND VICE PRESIDENT'S REPORT

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



Since my last report, I have had a lengthy arbitration for a member from TFL 44 not being recalled by seniority to a landing buckler position because this member had previously been injured while hooktending. This is another case where it is clear to us that the employer “blackballed” the employee due to being on a WorkSafe BC claim for a work-related injury.

After starting the arbitration, the arbitrator decided to split the case into two interior parts. The first part was to determine if the employer was negligent in not recalling this employee with the medical information the company had at the time of recall. I am pleased to say we were successful in this part of the argument and the company was found to be wrong in its decision not to recall the employee. With the first part decided, the company is now entitled to send a letter to ask the employee’s doctor questions to determine when the employee was fit and able to return to work as a landing buckler. As expected, the company is using this letter to try and obtain medical information they are not entitled to, to strengthen their case for a lesser amount of monetary damages. Our legal counsel continues to argue against the company’s expanded questions to the employee’s doctor. The scope of the company’s questions will most likely be determined by the arbitrator.

Once the scope of the questions is decided and the parties receive the doctor’s responses, we then will continue with the second part of the arbitration to determine exactly when this employee should have been recalled and the amount of wage loss damages determined to be paid.

This arbitration is a perfect example of the vast amounts of money employers are willing to spend to not have an employee return to work after a WorkSafe injury and claim.

I also recently received an award from Vince Ready on an arbitration for grade department positions in the TimberWest Cowichan operation. In this arbitration, the issue was TimberWest’s position that there were only 3 grade positions in the Cowichan operation. The Union argued that there were 14 positions in 1986, 7 in Cowichan and 7 in Sooke as the former Sooke operation had shut down years ago and the Cowichan and Sooke certifications were combined. While we were not successful in getting 14 grade positions in Cowichan, we were successful in being awarded the 7 positions for Cowichan with 4 positions to be filled by Timberstone Logging and 3 by Star Lake Contracting. On the other 7 positions, we are proceeding back to Vince Ready to determine if the current Sooke bid contractor is obligated to fill the remaining 7 grade positions from the former Sooke operation versus TimberWest bidding out this grade work to various road building contractors of their choosing. It is another case where arbitrations are taking too long to hear and too many days of hearing are being required with the corresponding costs to hear them.

As many of you have most likely heard, Star Lake Contracting Ltd. is in the process of exiting its Cowichan Woodlands contract. We have heard there are a couple of contractors interested in taking over this operation but we have not been notified who this new Woodlands Contractor will be.

Gordon River Contracting has exited their HBO Woodlands Contract and Gordon Bay Logging Ltd. has taken over this Woodlands operation. So far there have only been a few growing pains around successorship for seniority and receiving correct seniority lists.

## Second Vice President's Report Cont'd

Another grievance against TimberWest was for Timberstone Cowichan fallers being laid off and not recalled when heli-falling was being done by a bid contractor on the hillside above Lake Cowichan. After several meetings with TimberWest and the sharing of information, a potential settlement has been reached. We are just waiting for signatures to finalize the agreement for two Cowichan fallers to be paid applicable lost wages.

After six long years with many legal battles, we are very close to reaching the first collective agreement for approximately 425 employees at the Newcrest Red Chris Mine in Northwest BC. Unfortunately, we could not conclude a collective agreement in bargaining and ultimately went to Section 55 mediation at the Labour Relations Board where again we did not conclude a collective agreement. The Local then applied under Section 74 for mediation which led to the mediator making recommendations on the six remaining monetary issues which the members of Red Chris ratified to accept. Unfortunately, the company rejected the mediator's recommendations. With Newcrest rejecting the recommendations we are now proceeding to binding interest arbitration where the Local and company make submissions for their arguments to an interest arbitrator who will determine the six remaining monetary issues to form the collective agreement. We expect to have the arbitrator's decision by the end of April 2023.

I have also been involved with issues in TFL 44 with Jason Cox, as well as the Old Growth deferral file with Brian Butler and Rick Nelson and attended the Interior Wage & Contract Conference for their upcoming bargaining which will assist us in preparations for our upcoming forest industry bargaining next year.

In closing, the challenges we face never seem to go away but I strongly believe the Local is gaining ground in the many battles being fought for the rights of the membership.

In Solidarity  
Brother Richard Arnason



# CINKANT REPORT

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



## BULLYING AND HARASSMENT & WFP

Bullying and Harassment (B&H) complaints are dominating the grievance and investigation work for our members in manufacturing. Although there is language in the Collective Agreement that our Union appointed members are to participate in the process, WFP Labour Relations/Human Resource department has excluded our appointed Union Investigators from salaried staff interviews either as the accused, accuser or even as witnesses. Further, our members are forbidden to ask questions throughout the process. The intent of the B&H language negotiated in our 2014 contract was definitely not meant to have our trained people sit as glorified note-takers. Even when investigations go to a company-paid third-party investigation, there are still exclusions, and the full report is not made available to the Union appointed representative. Our standing is, this HR/LR approach is far from a fulsome investigation.

Local Union Officers have reached out to higher levels of corporate officials in hopes of bringing fairness to the process before we have a scheduled arbitration take place. In my view, where those manufacturing plants have Division Management and Plant Committee Reps confer in the early stages of a complaint, there has been early resolution and rarely repeat instances. Unfortunately, some mill management teams are only too happy to make a quick handoff to the HR/LR team to begin the unreasonable process mentioned above.

An arbitration has been scheduled for a third-party decision on the matter.

## DRUG AND ALCOHOL POLICY & WFP

It was August of 2020 we completed the WFP Drug and Alcohol Policy Arbitration. Frustration does not begin to describe my feelings about this delayed arbitrator decision. I cannot help but feel that the prolonged delay,

and depending on the outcomes of this arbitration, some of the Drug & Alcohol (D&A) grievances over the last two years may not have been necessary. Both the Local and WFP legal teams have reached out to the arbitrator to write this crucial decision. A two-and-a-half-year wait is unacceptable and unfair to our membership.

## SUBSTANCE ABUSE PROFESSIONALS

Substance Abuse Professionals (SAP) are a part of the WFP policy. When a member has a positive result from a D&A test, they are then referred to SAP for an **assessment**. The company-paid therapist is retained by WFP to report back with an **assessment** as to whether this individual has a *substance use disorder* and if so, to recommend a course of treatment back to the company and the individual. I have highlighted **assessment** so that our members are clear on the purpose of the SAP appointment. In almost every case the recommendation is inpatient treatment and for some with a severe problem, it is entirely appropriate and has most certainly saved lives in some cases. Unfortunately, many assessed are recreational users of legal substances who are forced to make the agonizing decision to either pay thousands of dollars for a 30 to 90 day inpatient treatment process or lose their employment. I am sure SAP is trained to counsel those in need, yet in my opinion the paid purpose of the interview is to gain an **assessment** of the worker and secondly a treatment recommendation that the company will implement.

It is important workers know the purpose of the interview beforehand.

An Arbitration is scheduled in relation to the above.

## Cinkant Report Cont'd

### HEALTH & SAFETY

Our Local Union will say goodbye to our long-time Safety Director, Jack Miller. Jack will now enjoy a well-deserved retirement from his falling career that spanned a half-century. His contributions to safety in the logging community are far-reaching as he shared his vast knowledge on many boards and safety advisory groups. An accomplished faller, Jack would always be available to investigate the most tragic events we suffer in our forestry community. Jack is a shining example of a dedicated and selfless safety advocate whose contributions have improved working conditions for our members and beyond.

Enjoy a well-deserved retirement, Jack.

Our Committees continue their good work to push employers for proper safety standards in our workplaces despite all the obstacles put in their way. Substandard training practices, D&A post-incident testing, alternate shifting, and increasing overtime demands are taxing the workforce and members are experiencing fatigue and a declining shift in an acceptable work-life balance.

It is important for Committees to be able to attend meetings and remind employers that they are required to free up all Committee Members to be a part of the process. Safety meetings are scheduled in advance so there is plenty of time for management to arrange relief.

Training is mandated in the Act for **all Joint Health & Safety Committee Members**.

#### Educational Leave for Safety Committee Members

- Each member of a joint committee is entitled to an annual education leave totalling eight (8) hours, or a longer period if prescribed by regulation, for the purposes of attending occupational health and safety courses conducted by or with the approval of the board.
- A member of the joint committee may designate another member as being entitled to take part in the member's educational leave.

- The employer must provide the educational leave without loss of pay or other benefits and must pay for, or reimburse the worker for, the costs of the training course and the reasonable costs of attending the course.

Additionally, all new worker Health & Safety Reps selected must receive four (4) hours of training on duties, accident and incident investigations, workplace inspections, and requirements respecting Refusal of Unsafe Work.

Please report any of your employers who are not compliant with the above.

The new Provincial Government's Legislation on Injury or Illness Leave will be of great benefit to all members in keeping workplaces safer. Members may now have the ability to stay home if sick without the financial burden and be fit to return to work without management questioning the severity of the condition and/or pressuring an untimely return.

All workers are now entitled to five (5) paid days of leave and additional unpaid leave of up to three (3) days per calendar year.

Our Local remains focused on lobbying the government on not only Labour Code issues but also the many concerns with WorkSafe BC and to recommend changes to a more worker-centred approach. Meetings between Officers and MLAs throughout our vast Local have been attended and scheduled to that end.

As always, thanks to all our Committees for the important work you do for us all.

In Solidarity  
Brother Chris Cinkant

## PORT ALBERNI REPORT

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



### Port Alberni Report

The start of this year has been very busy, but not in a positive way in Alberni for Alberni Pacific Division (APD) employees. WFP announced at the end of January 2023 that they would not start APD back up in its current configuration, the sawmill had been curtailed since October 2022. With this latest announcement and after consulting with the Local Union the company offered the employees that are 55 and over access to the government bridging to retirement program along with a top-up from the company to their actual severance as if a closure had been announced, there were 72 people that are eligible for this to which approximately 65 people have accepted, the drawback to this is there is the government rule in place that states you cannot work anywhere else for 18 months, so for some folks, this was not a feasible option. The Local Union will continue to solicit the Provincial Government to have this rule eliminated or changed as there are a lot of businesses looking for employees, and for some of our members who are experiencing this unfortunate situation of not being able to work for 18 months under this program is not an option that makes it worth their while to access, so they must wait to see if there are any new developments for the APD site. That also leaves approximately 50-60 people under 55 that are still in limbo as there have not been

any new developments as to whether there is a new idea or a new employer that is willing to invest in the operation to reignite it. The Local Union will continue to work with all stakeholders to try to find a viable solution for that site to continue or create new well-paying jobs for those employees that are still connected to the operation. Alberni has been heavily impacted by corporate and government decisions made in this industry over the last couple of decades, if you look back to the late 80s, we have lost Kennedy Lake Division, Alberni Plywoods, Sproat Lake Division, Somass Division, now with the uncertainty of APD these all were good paying jobs that contributed to the community with a lot of tax dollars to keep up and build new infrastructure. We will keep members up to date as things transpire and hopefully there will be something positive to report within the next few weeks one way or another.

On the grievance front, we were able to settle approximately 15 grievances from APD that had been on the books for months which happens far too often within WFP as they get lost in the HR/LR system. I can report though that dealing with the Coulson mill owned by the San Group we have a much shorter timeline for resolution to grievances as the mill manager has the ability to resolve their grievances.

## Port Alberni Report Cont'd

Every year there are workers that are seriously injured, killed, or die from an industrial disease caused from the environment in which they work in on a daily basis, once again this year after the absence over the past few years due to COVID there will be a day of mourning service at the Local Union office in Alberni to honour those workers and their families on April 28th beginning at 10:30 am with a few speakers followed by a moment of silence at the cenotaph outside the hall.

We will also be holding the Local's golf tournament that has also been shut down for the past couple of years, it will be held on June 10<sup>th</sup> with an 8:00 am shotgun start, with lunch to follow. The cost will be \$90 and that includes 18 holes of golf and a steak sandwich lunch. Anyone wishing to golf please contact the Alberni office to enter as an individual or as a team entry.

In Solidarity  
Brother Glen Cheetham

### **UNITED STEELWORKERS LOCAL 1-1937**

## **GOLF TOURNAMENT**

**SATURDAY JUNE 10, 2023**



**PLACE:** ALBERNI GOLF CLUB (CHERRY CREEK)

**TEE OFF:** 8:00 A.M.

**ENTRY FEE:** \$90.00 PER PERSON  
(INCLUDES A ROUND OF GOLF AND LUNCH)

**FORMAT:** SCRAMBLE (BEST BALL)  
- 4 PERSON TEAM

**REGISTRATION ON NOW  
AT THE STEELWORKERS OFFICE**

***OPEN TO ALL STEELWORKER MEMBERS,  
IWA RETIREES AND THEIR IMMEDIATE  
FAMILY 14 YEARS OF AGE AND OLDER***

**ENTRIES LIMITED TO 128 GOLFERS**



*April 28th @ 10:30*  
*National Day of Mourning*  
*Ceremony*

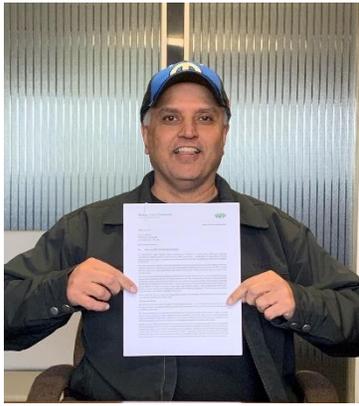


**USW Local 1-1937 Office**  
**4904 Montrose Street**  
**Port Alberni, BC**  
**V9Y 1M3**

*In recognition of Canadian workers who were killed,  
injured or disabled on the job during the past year*



Bruch Marcellus, 46 years service



Dave Manhas, 34 years service

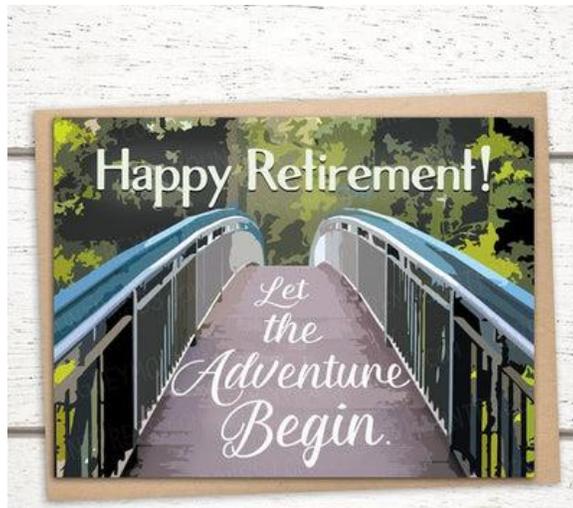


Don Bachmeier 36 years service

# APD BRIDGING TO RETIREMENT RETIREES PHOTO GALLERY



Left Jas Manchanda 35 years service Right, Scott Allen 36 years service



Ray Caron 48 years service



Ron Lange 37 years service



John Dirocco 38 years



Roy Massop 39 years Service

# THE FINACIAL SECRETARY REPORT

By Dusty Palmer, Financial Secretary



As the Financial Secretary for the past few months, I have been taking care of various responsibilities from member support and investments to building maintenance. I have identified areas for cost reduction and assisted with new measures to increase the efficiency of technology systems.

I have been actively involved in building maintenance at multiple offices, including Courtenay and Duncan, ensuring that the workplaces are in good condition. Our Port Alberni office is currently undergoing repairs from winter storm damage.

Additionally, I have been providing assistance to members in preparing for their retirement and filling out their pension packages. The past months have unfortunately been very busy with helping families claim their life insurance benefits. These tasks may be emotionally taxing, but they are crucial to supporting the members during difficult times. Pat Kinney was frequently advising members to fill out beneficiary cards and reminding them to keep them up to date. I will do the same. If you are uncertain your information is up to date, please stop by or contact your nearest Union Hall to check.

Furthermore, I have been reviewing the investments of the Local, with an aim to reinvest at good return rates to increase profitability. The Local maintains extremely accurate financial records thanks to our bookkeeper, and we are proud to be fully transparent with costs and do so with our yearly audit which is reviewed by the delegates at our Local Annual Delegated Meeting. Elected Trustees from around the Local, review all accounts as well. I hope a proactive approach will continue to further improve the financial health of the Local.

I recently attended the BC Interior Wage and Contract Conference in Kelowna on March 15th, where the Interior Committee reviewed and processed their

resolutions, accomplishing much in the process. Our Local has begun the preparation for our own Wage and Contract Conference and the renewal of the Coastal Collective Agreements, which expire on June 14, 2024.

I have undergone Trustee training for the Forest Industry Long Term Disability Plan, which was informative and useful. The Plan is healthy and has been performing well. Plan returns have been above the benchmark for all periods, and the rehabilitation summary shows that fewer members are on LTD, indicating that the Plan is successful in helping the members get back to work. The Plan saw an increase this past fall, the maximum gross LTD monthly payment went to \$2,750 (previously \$2,500).

## **APPLYING FOR LTD PLAN BENEFITS APPLICATION GUIDELINES:** (from the Plan website: [www.iwafibp.ca](http://www.iwafibp.ca) )

The following shows the general guidelines for applying for LTD, Short-Term disability (STD), WCB wage-loss, EI sickness and CPP disability benefits. If you have any questions or are unsure of any of these guidelines, please contact the Plan Office at 604-433-6310.

### **If Your Disability Is Not Work-Related:**

- On your date of disability, apply for Short Term Disability (STD) benefits through your Health and Welfare Plan.
- 8 weeks after becoming disabled if you have not yet been contacted by a Rehabilitation Counsellor, contact the Plan Office to ask for rehabilitation assistance from Evergreen.
- 12 weeks after becoming disabled if your doctor or registered nurse practitioner supports your application for the CPP disability benefit, contact Service Canada to begin the application process. The Plan Office can assist with your application.

## Financial Secretary Report Cont'd

- After receiving 20 weeks of STD benefits the Plan Office will mail you an application package for Long Term Disability (LTD) benefits. Return the completed application forms as soon as possible. Contact the Plan Office if you have not yet received an application package after 22 weeks.
- Upon termination of your STD benefits after receiving 26 weeks of benefits contact Service Canada to apply for EI sickness benefits.



### If Your Disability Is Work-Related:

- On the date of disability if your disability is work-related, apply for WCB wage-loss benefits.
- 12 weeks after becoming disabled if your doctor or registered nurse practitioner supports your application for the CPP disability benefit, contact Service Canada to begin the application process.
- Upon termination of your WCB wage-loss benefits after less than 26 weeks of benefits, if you remain disabled, apply for STD benefits through your health and welfare plan. If approved for STD, then contact the Plan Office if you have not received an LTD application kit after 22 weeks of disability. Contact the Plan Office if you are denied STD benefits.
- Upon termination of your WCB wage-loss after receiving at least 26 weeks of benefits, contact the Plan Office for an LTD application package. Contact Service Canada to apply for EI sickness benefits.

- **Note:** If you have received at least 26 weeks of benefits and are still disabled, you must apply for EI sickness benefits. No LTD payments will be made during the EI sickness benefit period, but you will be covered for ancillary benefits (extended health and dental coverage) by the LTD plan from the first of the month following your LTD eligibility date.

The latest development in employment benefits is the extension of Employment Insurance sickness benefits from 15 to 26 weeks, effective from December 18, 2022.

With Spring officially starting, it is a time for plans and projects. I hope you all are ready for a season of renewal and can get outside more often to rejuvenate. Happy Spring!

In Solidarity,  
Sister Dusty Palmer  
Financial Secretary



# NORTH ISLAND LOGGING REPORT

By Dan Jorgenson – Business Agent



Greetings from Northern Vancouver Island. Things seem to be steady; Western Forest Products crews and contractor crews are all back to work with the exception of a few companies.

Most of the logs are second growth, as the higher elevations logs felled last fall are still buried under many feet of snow. Two main contractors Dyer Logging and Newcastle Timber at WFP Mid Island Forest Operation are still laid off. The Interfor contractor is falling at Chammiss Bay, it's Heli Wood.

WFP Port McNeill's Manager is working on his second Article XXV grievance, this will be referred to arbitration shortly as there are no signs of capitulation from the Company. Jeune Landing Committee has launched an Article XXV grievance, we will see where that goes.

Government Policy on forestry has made it difficult for loggers to make a steady living, as the permits are coming in inconsistently which is causing you financial pain. Call your MLA, as I did, they need to hear from real people like yourselves.

To date the logging school in Woss has only 12 registered for this season's class, last fall's class was cancelled due to a lack of interest. The students apparently see the lurch logging effect and do not like it any more than you do. I wish you all a prosperous 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> quarter.

March 31, 2023, lumber prices were \$356 for 2x4 in U\$. Hemlock Squares are \$1080 U\$.

Remember the forest companies always complain in M<sup>3</sup> but prosper in 1000 board feet that is paid in US currency.



Brother Dan Jorgenson  
Business Agent

Reg Nightingale –  
Member from WFP,  
Englewood Forest  
Operations



### MOWI MEMBERS & AQUACULTURE

Those of you who know me personally you know that I come out of the Aquaculture Industry. This is why what is happening to this industry and how it is affecting so many of our members and my close friends really hit close to my heart. Following Minister Murray's refusal to renew the licences along the discovery passage, has negatively impacted our members and has put them into a layoff position for months at a time. Not just at the fish plant but also at the styrofoam plant in Campbell River. The Minister's Unilateral decision to close farms in this passage was made despite the science based information that her own scientists reported to her. It is very evident that this minister makes her decisions based on political opinion and pressure from outside organizations.

When I spoke to our Member of Parliament for the North Island, Rachel Blaney I was not satisfied and did not feel it was a productive meeting. I asked outright what the plan going forward was for the remaining farms in the ocean and was quite shocked and hurt when I was told quite frankly and for transparency purposes, it was likely going to continue to phase out the salmon farms and not stop at just the discovery passage until all the farms are out.

I left off by asking what the transition part of the plan looked like for workers? As there has been no economic impact study done by the government, there has been no one contacting us or anyone in aquaculture that I know of with a plan for workers and what that looks like. Only the BCSFA (British Columbia Salmon Farmers Association) has done an economic impact study and I have to tell you the outcome is not looking good for the North Island. I was told that she would find out about the transition plan for me and get back to me, and to this date, I have not heard anything back. I never thought I would see the day

that the NDP supports the Liberal Government in cutting good-paying Union Jobs. It was even more disappointing to later see a media news release coming from another NDP Member of Parliament, Lisa Marie Barron for Nanaimo, who was celebrating the job losses on Twitter and social media. Job losses for many people in the smaller communities that have nothing else to sustain their families other than Aquaculture are devastating.

NDP MP, Lisa Marie Barron who is the critic for the Fisheries, Oceans and Canadian Coast Guard sent out a news release on January 18<sup>th</sup>, 2023, saying that she had met with *“Minister Murray and the top DFO officials met with representatives of Coastal B.C. and Fraser River First Nations. The Chiefs in attendance were unanimous in their calls to get open pen fish farms out of the water”* You can find this article here: <https://lisamariebarron.ndp.ca/news/mp-barron-supports-first-nations-call-improved-food-security-and-closure-discovery-islands-open>

Notice the wording **“The Chiefs In attendance”** What she did not include in her news release is that there are also 17 Nations of Councils and Chiefs that are backing fish farming in their territorial waters who were **NOT** in attendance and who want to continue to have the right to determine what happens in their own territories.



USW member Jessica Dever weighing salmon on the scale at Mowi's Port Hardy Processing Plant

## Education and Operations Cont'd

Currently, these Nations and Aquaculture Industries are continuing to have discussions with all levels of government in order to find some stability, it is hard for our members and Aquaculture workers who rely on these jobs to sustain their families and to be able to plan for their future when there is no certainty, and it is especially hard for Aquaculture companies to plan on whether they feel like staying and investing in our Province.

### Education

Education has taken a new direction, and if you go and take a look at our website you will see some easy-access modules where you can click and learn about the current educational programs that our Local has to offer.

We have a Shop Stewards Level II course coming up this May and will be preparing to have a Stewards Level I course following that. We are constantly training and offering tools to our members. We will have a great Health and Safety Level 1 & 2 Course that should be available before the fall, as well we are waiting to see what the courses from District 3 Fall School will look like.

### Grievances

There have been some ongoing grievances that we have been able to resolve and settle quickly before having to head into arbitration. This is good for our members because this cuts off a lot of time wasted waiting to get into arbitration which can be costly to our members, especially if the grievance is regarding wages. Some employers are hellbent on waiting up until the final week to settle a grievance, even though the grievance is a blatant violation of the Collective Agreement. Resulting in most cases paying the grievor the same amount that would be awarded to them if we were to go to Arbitration to make the member whole. The silly bugger games never end.

### Get those grievances in on Time!

I want to make a very important point to all of our members. Please make sure you follow your Grievance Procedures, and timelines correctly. I cannot state this enough!

You could very well have the best grievance going but you will default because you did not follow the process correctly or put your grievance in within the negotiated time limit of your Collective Agreement. Make sure you grieve right away and tell your supervisor or employer this is Step One to a grievance so that they know it is a grievance and not just a complaint. Better yet, email it to them, as this has a date on it. But if you should decide to verbally give them notice of Step One, it is good practice to take a witness with you. There have been cases where the employer has tried to BS our members saying that it is not a grievance and hope you take their word for it and go away. They will later tell the Union that you didn't get your grievance in on time. So, bring a buddy as proof that you filed your grievance within the appropriate timelines and then document your discussion to build a strong grievance.

If you are not sure if it is a grievance, get that grievance started right away anyway, you can always drop it later, it is better to play on the safer side of caution than to find out you could be out a bunch of money from a violation that you did not report in a timely manner. I am telling you this because I see this happening all the time.

### You Pick Your Union Representative, NOT The Employer

Another important note, when you are being asked to come into a meeting, the first thing you need to do is ask is this disciplinary. If it is, then you have the right to choose your choice of Shop Stewards, and you need to let your employer know this and who you want as a representative. If they do not provide you with your choice of representative, then you grieve that as well.

## Education and Operations Cont'd

It is up to you who you have as a USW representative. Often times a member will get called into a disciplinary meeting and the employer will have someone in the seat already for you and this is someone that the employer picked out. You have rights! Exercise them! And have someone in your corner, not someone the company has picked out for you.



## NOBOCO BARGAINING

Noboco Styro Containers is a styrofoam plant just outside of Campbell River. Noboco provides styrofoam packaging for Farmed Atlantic Salmon products.

The USW Bargaining Committee completed bargaining this February. The members at the Noboco plant now have extensive language on Health and Safety, Domestic Violence Leave, Safety Courses, Equipment, and Clothing Allowances. This was just to name a few along with substantial wage increases, banked overtime language, employer paid doctor's notes, and a contract that has more inclusive gender-neutral language in it. The USW Bargaining Committee did an outstanding job standing up for the members at Noboco and making sure they covered their priorities. A job well done by Bargaining Committee members, Samantha Stevens, Nikki Marshall, and Jason Martin.

## Noboco USW Bargaining Committee



Left to right: Samantha Stevens, Nikki Marshall & Jason Martin

# MID ISLAND LOGGING REPORT

By Jason Cox - Business Agent



**Powell River Area** – Olympic Forest Products has had a good start to the year, crews have voted to adopt training agreements into both the Logging and the Dryland sort divisions. Was nice to see the forward-thinking of Olympic Forest Products to recognize the need for training within the crews and acting upon it.

Dan Herlihy, Yarder Operator for Olympic Forest Products was appointed to the Executive Board of the Local Union. Dan represents Ward Area #6 – Sunshine Coast – Squamish – Pemberton. Dan is the Camp Chair for Olympic Forest Products Ltd. Stillwater Division.

The Local has two new companies that have joined the Union in the Powell River Area, Jepson Log Sorting Ltd. and TLG Timber Ltd. Welcome to these new members.

**Mid-Island** – WFP Mid-Island Division has also had a good start to the year with lots of permits and approvals ahead for the operation. Some of the contractors working at the division have had a slower start to the year as higher elevation areas are more challenging to access.

**Gold River** – Had a slower start to the year again with snow but has managed to continue to operate on a reduced level. Permits still seem to be the biggest challenge moving forward.

**TFL 44** – The start to the new year was to have one stump to dump contractor in place for the crew. The company needed two extensions from the original deadline date to get set up with the new contractor. The Camp Committee met to discuss the options and agreed to the extensions so there would be no work stoppages while the process worked itself out. Navalign Forestry Ltd. is the new woodlands contractor moving forward. It will prove to be a busy time with the new company as

all outstanding grievances have transferred to Navalign by way of successorship.

We had a long battle with one company that despite not being operational for more than 24 months still claimed they were actively seeking work. We were successful at getting the members severance but only after being referred to arbitration. This tactic of stalling and dragging grievances to the bitter end is very taxing and quite costly, not just to the Local but the members who are rightfully owed the severance.

Again, I would like to acknowledge the hard work of the members and Committees I work with, your dedication is critical to the strength and success of the Local Union and is greatly appreciated.

In Solidarity  
Brother Jason Cox



Olympic Log Sort  
Powell River

# Indigenous Education

## Executive Board Member Tyler Stromquist



Hello Brothers, Sisters, and Siblings. It has been a busy few months on the Union front. I Flew out to Sault Saint Marie for the week of February 12th to 18th in order to take Part 1 training of Facilitating Unionism on Turtle Island. That was a 5-day course where we sat through the course and really learned what the course was all about.

What a great learning experience I had. As a young Indigenous man, it was heartwarming to be able to meet with some of the elders out at the teepee every morning before class. We had the opportunity to head out there and speak about how we were feeling and what we wanted to get out of the day.

At the end of the day, we would head back to the teepee and do a smudge as a lot of the material was very heavy. Heavy topics such as discussions about residential schools, the Missing and Murdered Indigenous Woman, and the Indian Act. It really brought out a lot of emotions in people.

After completing the 5-day course, I knew I wanted to be a part of facilitating this educational and very powerful course.



I was later able to continue to participate in Part 2 of the course which was held in Winnipeg during the week of March 27th to March 31st. During this week we actually took turns facilitating different parts of the course in front of our fellow classmates. I found this experience to be very helpful in getting ready to get out there and actually start facilitating “Unionism on Turtle Island”. During that week, the class at the end of each day would go over the material and talk about the importance of getting the information out to fellow USW members. I feel very fortunate and blessed to get the opportunity to be a part of Unionism on Turtle Island and look forward to facilitating this important course for both Indigenous and Non-Indigenous members of the USW.



USW Facilitators trained and ready to deliver Unionism On Turtle Island to fellow Steelworkers

## Indigenous Education - Tyler Stromquist Cont'd



Myself and other Steelworkers marched in Sault Saint Marie to the City Hall where there was a vigil being held to honour the Missing and Murdered Indigenous Women and Girls. There were very powerful and informative speakers there along with traditional drumming that took place during the March. It was well attended with roughly over 300 people participating.

In Solidarity  
Brother Tyler Stromquist



**No MORE**  
  
**STOLEN SISTERS**

Steelworkers along with a crowd of over 300 people gathered in front of the Salt Saint Marie City Hall to Pay respects, and to honour the Missing and Murdered Indigenous Women, Girls and Two Spirited.

# SOUTH ISLAND REPORT

By Nolan Paquette – Business Agent



Hello Friends,

It is a little late for a Happy New Year, but at the very least I hope you all are sticking to your New Year resolutions about hitting the gym, staying in shape, and being more involved in your operations. If you need help with that last one, feel free to reach out to your local committees or Union representatives.

Since my last update, we have completed our bargaining with Wescon Cedar Products, Cowichan Petroleum Sales Ltd., School District 79, and Comox Valley Distribution. These operations have made some excellent gains, with the help of their bargaining committees.

## Wescon Cedar Products Ltd.

We have bargained a four-year deal with increases of three dollars plus for each wage group in the first year, and a percentage increase of 1.5% in the second year, 3.0% in the third year, and 2.5% in the fourth year. Other monetary gains included a first-aid attendant premium increase, a boot allowance increase, and a lead hand premium increase.

The Committee was also successful in getting statutory holiday language to include “any other statutory holidays proclaimed by the Provincial Government” into the list of the already agreed to 11 paid Statutory Holidays. Another win for the crew is now having paid sick day language embedded in the contract that follows the B.C. Employment Standards Act.

Job descriptions for all categories and wage groups were cleaned up and made to follow the tasks that the workers are actually performing, as the old job descriptions were outdated.

I would like to thank Brother Stephen Ens for his efforts during this round of bargaining.

## Cowichan Petroleum Sale Ltd.

The members at Cowichan Petroleum have secured a 3-year deal with substantial wage increases coming in at 12% in year one 5% in the second and 7% in year three. They also received an increase in the pension plan and meal allowance.

## School District 79

With delays due to Provincial bargaining, we finally got to the table in November. After a few months, the Committee was successful in ratifying a 3-year deal with wage increases that matched that of the Provincial Framework, as the USW does not bargain wages or terms.

Some of the gains that were made included, Cultural Leave for our Indigenous members (2 paid days for traditional activities) as well as having a land acknowledgement added to the beginning of our Collective Agreement.

Better holiday language to allow for more in-school time off, the language around having only one trial period for probation employees in the same department, as well as clearer language around job description changes.

Some of the monetary gains that were made include a lead hand increase of \$0.45 to \$1.50 per hour, a sliding shift premium over the three years that increased from \$0.30 to \$0.50 in the first year and will increase \$0.10 per year after to finish at \$0.70 at the end of the term.

A boot allowance increase in all departments as well as getting a separate raingear allowance. Grounds and journey/warehouse boot allowance increased from \$170 to \$250 per year, with grounds to receive a \$170 raingear allowance. Custodians and bus drivers saw an increase from \$85 to \$150.

## South Island Report By Nolan Paquette Cont'd

Vandalism Insurance increased from \$300 to \$500, and custodians are now entitled to dirty pay.

A big thank you to the Bargaining Committee Vicki Miller and Dwayne Maslen for being so diligent during the whole process.

### Comox Valley Distribution Ltd.

Our recent round of bargaining with Comox had a rocky start without much movement in our first few meetings, but the Committee started gaining traction around our fourth or fifth session and was successful in ratifying a five-year deal with a 6% increase across the board in the first year. Also, Tractor hourly drivers received a \$1.28 per hour raise ahead of the 6% increase.

We went a little out of the box on this agreement for the wage increases in years 2 to 5 by getting Consumer Price Index (CPI) brought in as our percentage. The Committee understood the risks of this but thought it would be a great way to try and stay as close to inflation as we can over the term. No floor or ceiling was added in years 2 and 3, but we got the Company to agree to a floor of 2.5% in years 4 and 5, meaning if CPI dips below that, the 2.5% is what our crew will get in those years as their across the board increases.

The Committee made changes to the probationary language for this term that will eliminate the multi-teared system where new hires would not have seen full wages until their second year of employment. With the new wording, new hires will be making full wages after working only 480 hours. Also, any training required by the Company will be paid for, which was not always the case in the past.

We also have a much clearer section for the owner-operators on how they will be paid for their Accessorial Charges. If the steps are followed as written, the drivers will be paid for the extra services as listed.

I would like to thank the Committee Dean Smith, Wade Casorzo, Mike Munroe, and Steve Adams for all their time, effort, and dedication that they put towards this round of bargaining. Truly an excellent job.

I would like to thank the Committee Dean Smith, Wade Casorzo, Mike Munroe, and Steve Adams for all their time, effort, and dedication that they put towards this round of bargaining. Truly an excellent job.

On top of bargaining, I have been busy with the day-to-day issues and learning a lot about the mining industry, as I have been made the Business Agent for our newest addition to Local 1-1937 the Newcrest Red Chris Mine in Dease Lake B.C. I look forward to helping build a strong team of Committee members there that will be comprised of 20 new shop stewards and 8 Safety Committee members. This will mean there will be plenty of training opportunities for our new members to help assist with any issues arising out of this first collective agreement. Although we expect a smooth transition, I am well aware there will be some bumps along the way and I am fully up to the challenge.

In solidarity  
Brother Nolan Paquette



# BUSINESS AGENT REPORT

By John Binng



It has been a busy couple of months, still lots of learning. I sat with Brother Nolan Paquette in bargaining with School District 79 in the Cowichan Valley and with Comox Distributions and Brother Paquette was able to reach good agreements for the members. I attended winter School in January for Bargaining Level I. I have been able to meet some of the members of the certifications that I represent. I also sat in with Brother Rick Nelson in bargaining with Squamish Freightways, bargaining has not concluded yet.

I will be busy in the next little while bargaining, I am preparing to start bargaining with CIDA Holdings and Duncan Dabber Bingo Society. At the time of writing this, many members from APD are participating in the Bridging to Retirement Program offered by the Provincial Government. I would like to offer my congratulations to all those that are retiring, and it has been a pleasure working with all of you over the years.

In Solidarity  
Brother John Binng

## MIKE REDMAN

### Organizing The Unorganized



Seen here - Mike Redman along with other USW District 3 Union Organizers from Western and Northern Canada.

This Past February I was fortunate to be able to attend an Organizing Course along with other Steelworker brothers and Sisters within District 3. The Organizing course was mainly focused on the Mining and Resource sectors.

I personally feel it is important for workers to join a Union because Unions provide a united front for the workers to be able to stand up for what is right in the workplace, not only for themselves but for others around them too. I am passionate about having workers join a Union because I think it is important to have a say in how your workplace is run, and that Health and Safety are paramount, and I am proud that our Union is a leader when it comes to Health and Safety at the workplace.

APRIL 28

Day of Mourning



We Remember those who were injured or made ill, from their work  
We commit to protecting workers and preventing further workplace tragedies