

LATEST CHANGES IN OUR LOCAL

At the end of March, Local 1944 implemented important changes for Unit Meetings. These changes affect the scheduling of Unit meetings as well as the content itself.

"Many of our members expressed a desire to have less structured meetings, and to be able to focus more on discussion, learning and plan making. Less formal meetings are often better attended and found by members to be more engaging."

— Isabelle Miller, National President

Here are some highlights regarding the updated processes for Unit Meetings:

- Units will be holding 4 Regular Unit Meetings per year, scheduled directly by our Local Union office.
- Members will have the option to participate digitally through our Local's web conferencing system (Zoom).
- Attendance will be taken at all Regular Unit Meetings.
- Units are encouraged to schedule additional "Special Unit Meetings" with a particular theme or topic.

For further details, please visit <http://1944.fyi/wSurth>. Contact your Local Union Rep if you have questions.



Local 1944 Delegates



Be More Than a Bystander Panel w/Jayson Little



Next Gen Panel with Isabelle Miller & Keven Robert-Keays



Local 1944 Delegates

MEMBERS FROM LOCAL 1944 SHOW THEIR INVOLVEMENT AT THE STEELWORKERS' 54th NATIONAL POLICY CONFERENCE

The United Steelworkers' 54th National Policy Conference was held in Vancouver, BC, on April 2-5, 2019. Throughout the conference, members from Local 1944 were on the front stage.

Michael Phillips, Secretary-Treasurer, was a member of the **Resolutions Committee**.

Isabelle Miller, National President, was selected to be the moderator of the **Next Generation conference**, "NextGens in Action", with a focus on how to get more young workers involved in the Union. Keven Robert-Keays, Unit 601 Chair, was invited as a panelist. The NextGen members discussed their personal motivations that got them involved in their respective Local Unions, the obstacles they encountered, and

the importance of mentorship. They explained how, as young workers in elected positions, they can make young workers' issues be heard at the bargaining table, the workplace and with the Union leadership.

"NextGen members are essential in building a trust relationship between our Local Unions and young workers," said Isabelle Miller. "They are more likely to get these members involved."

Jayson Little, Regional Executive Officer for BC and Bystander spokesman for USW, addressed delegates on the **Be More Than A Bystander Program**, promoting this important partnership between our Union and Ending Violence BC that aims arm men with the tools to prevent violence against women.

More pictures at <http://1944.fyi/82RnzS>



Jagmeet Singh, NDP Leader, & Isabelle Miller



Michael Phillips in the Resolutions Committee

UNIT 63, STERICYCLE BARGAINING



Unit 63 Bargaining Committee

On March 13th and 14th, the Local met with Stericycle to start the bargaining process for a revised collective agreement for Unit 63 members. The bargaining committee for Unit 63 consists of Louise Davis, Joan Mitchell, Local Union Representative Steve McWhirter, and Local Union Representative and Chief Union Spokesperson Perry Pasqualetto. The company's bargaining committee consists of Chief Negotiator Cal Schmidt, Ashley Grodecki, Michelle Matte and Tasha Walker.

"Local 1944 tabled proposals seeking improvements to wages, job security, work-life balance and a benefits package that properly rewards our members," said Perry Pasqualetto. "On the other hand, the company tabled concessionary items to eliminate members' sick time bank, reduce seniority provisions and limit the Union's ongoing ability to enforce the collective agreement."

"In September 2018, the Company closed its Richmond, BC call centre which resulted in our members being forced to work from home to remain employed," stated Brother Pasqualetto. "Currently, they have to pay for a high-speed internet connection in order to be able to work from home. Our members believe the Company should be providing or paying for the internet connection to work from home."

Contract negotiations are set to resume on May 22–23, 2019. The current collective agreement will be in effect until a new agreement is ratified by the membership.

UNIT 7: SAFETY ISSUE AT TELUS

At the March 27 Unit 7 meeting, Digital Home Technicians in attendance raised the issue of ladder safety while working at Telus.

The technicians said they are using the Little Giant ladder for house installation work at or above 14 feet as part of performing alarm installations of Telus SmartHome Security services.

It appears a Telus manager in the Lower Mainland, BC, gave ladder training to Digital Home Technicians instead of providing the training by a certified Telus instructor.

The Union previously raised the Digital Home Technician ladder safety issue with Telus Safety in November 2018.

Our Telus members should report all safety incidents, hazards or a right to refuse dangerous work request to their direct manager. Then complete the Telus Hazardous Occurrence Investigation Report (HOIR) form and notify their workplace Health and Safety committee of the safety issue.

– Submitted by Perry Pasqualetto,
Local Union Representative

LOCAL GRIEVANCES AND ARBITRATIONS

Our Local Union Representatives (LURs) tackle many issues for our membership that thankfully do not lead to grievances, and are resolved to your benefit. Have you ever been curious as to how many grievances the Local does file to fight for you though? We thought so. Here are some numbers that have been compiled to give you a glimpse into a part of the great work your Local's representatives do for you.

In 2019, there have been 67 new grievances filed by our LURs so far: 16 in British Columbia, 22 in Alberta, 21 in Ontario, and 8 in Quebec. These are grievances that have been filed across multiple certifications, and this count of course does not represent the number of grievances filed at earlier steps by our Units. Topics range from denial of benefits or leaves, to discrimination, suspensions, and of course, terminations. In fact,

42 of the 67 new grievances filed for the year have been for terminations.

Of our already-active files, the Local has 17 arbitrations on the go across the country, stemming from the Telus and Shaw certifications. Topics being argued include terminations, layoffs, use of contractors during layoffs, and suspensions to name a few. Local Vice-President Donna Hokiro has taken charge of our legal fights with the employers and has been in constant communication with the United Steelworkers' Legal Department, ensuring that all of our Local's files are addressed with care and precision. It is a lot of work to defend the rights of fellow members; our Local is certainly up to the challenge.

– Submitted by Isabelle Miller, National President

HOW ARE THINGS GOING IN YOUR WORKPLACE?

A right denied to one is a right denied to all, so our members need to hear from you! Please share your story at communications@usw1944.ca. Contact your Local Union Representative at <http://1944.fyi/Union-Reps>

2019 PROVINCIAL GENERAL ELECTION IN ALBERTA

Three of the NDP candidates for the upcoming election in Alberta are [USW Local 1944 members](#):

- Shaye Anderson, from Unit 208, is looking for re-election in the next Alberta election for Leduc-Beaumont - <https://shayeanderson.albertandp.ca>
- Steve Durrell, from Unit 203, was acclaimed as the uncontested NDP candidate for the Airdrie-Cochrane riding - <https://stevedurrell.albertandp.ca>
- Kyle Johnston, from Unit 205, is the NDP nominated candidate for Olds-Didsbury-Three Hills - <https://kylejohnston.albertandp.ca>

Get involved! Joe Benn, Local Union Rep shares a few ideas on how to take action during this election: "Outside of air-lifting in on your own time to work on the ground, donations to one of our brothers campaigns are always helpful and are allowed from out of province. Be active on social media, liking and sharing posts, debating trolls away."

Learn more on the Alberta NDP's priorities on their platform at <http://1944.fyi/nTgsBX>. More information on the 2019 Provincial Election at www.elections.ab.ca.



MEET STEVE DURRELL

"I can't express how critical it is that the Alberta NDP is re-elected. We currently have a labour-friendly government headed by a fantastic Steelworker in Premier Notley. They have brought in several critical reforms to bring our province up to par with the rest of Canada in labour code, and have fought day after day to protect Albertan jobs, Canadian jobs, and to return Alberta's status to the fastest growing GDP in the country.

Furthermore, the ANDP have maintained and expanded social services like healthcare and education, improving the ability of unions to organize new certifications, and taking important steps to properly recognize the social needs of minority groups through protections for GSAs and increases to programs like AISH being tied to inflation. The party recognizes that austerity hurts the working class, and that you cannot have a successful economy, or social population while enacting austerity measures. I look forward to four more years of a progressive Alberta government."

"The ANDP would be well served as would the constituents of Airdrie-Cochrane should Steve win this election."

— Donna Hokiro, USW Local 1944 Vice-President

MEET KYLE JOHNSTON

"I got involved in politics because it has always been a passion of mine, and my leadership training with the Steelworkers has given me the confidence and skills to now pursue a political career. The reason I chose the NDP is because they are the party that protects and provides the best future for me and the people of Alberta. They protect workers' rights, workplace safety, and the ability for unions to represent their workers effectively. The NDP cares about the middle class and the values I have.

This next election is so important for Alberta. We need to continue on the course to diversify our economy so we are not so dependent on the price of oil; we need to continue investing in our education system and the students that are the future of this province; and we have to increase our healthcare services. Those are the things that matter the most to Albertans. The NDP and Rachel Notley have Albertans' backs and will continue to fight to make life better for everyone. Lastly, from a labour perspective, we have made many changes and improvements: Occupational Health and Safety, Workers' Compensation, the 15 dollar minimum wage, the ability to unionize, and the farm Bill C6. We cannot afford to have these changes repealed in favour of large corporations. I love Alberta and will continue to fight for every single Albertan!"

"Kyle is in a noble fight in traditional Alberta Conservative country and was especially hit hard with vandalism and swastikas painted all over many of his signs, signs stolen, etc. His campaign is admirably grass roots."

— Joe Benn, Local Union Rep for Alberta



Vice-President Donna Hokiro and Local Union Rep Joe Benn went door-knocking with friends from the Alberta Federation of Labour to re-elect Christina Gray, Labour Minister.

"Minister Gray was the very best Labour Minister workers have ever had, having brought in the highest minimum wage in Canada," said Donna Hokiro. Labour stands with the NDP because the NDP stands with labour."



OUR MEMBERS MAKE OUR LOCAL WORK

REPORT ON THE SHOP STEWARD COURSES IN QUEBEC

On March 25–26 in Montreal, and March 28–29 in Rimouski, members had the chance to attend a new Shop Steward training offered by the USW. Both classes were able to build on new skills and abilities to better serve their Sisters and Brothers by learning on how to be Shop Stewards in their workplaces.

Our members were able to understand why being a Shop Steward is not only about defending their fellow colleagues with the grievance process, but to inform and mobilize them on a daily basis.

From the Shop Steward Triangle to the Management Rights Pie Chart, newly appointed Shop Stewards benefited from learning tools to better serve our membership.

Each and every one of the newly trained labour activists will be able to bring their strengths to our Union and will be a force in their respective workplace.

– Submitted by Max Deveau, Unit 604



MEET LOUISE DAVIS, FROM THE STERICYCLE BARGAINING COMMITTEE

Louise has been working as a Stericycle employee for 16 years, as a Customer Experience Agent (operator). It is the fourth time she is part of the Bargaining Committee for Unit 63 (see page 2). She is also a Shop Steward.

"I manage different types of calls, half of them coming from the healthcare sector. I have to be able to prioritize emergency calls from doctors check-in lines. I typically work from 6:00 am to 2:00 pm, Monday to Friday. However, the work schedule depends from one member to another, as it is based on seniority. Some members will have totally different shifts, from morning to night. The company operates 24/7, so there's always someone working, any day, any hour.

Since the company has asked our members to work from home in September 2018, as a Shop Steward, I find it more difficult to interact with other members from Unit 63. Working from home definitely reduces membership contacts.

The contact with Local 1944 was very positive over this two-day meeting, and the work we accomplished is beneficial and based on a trust relationship. This round of bargaining feels different than the three previous ones I have participated in; it is more informative with frequent updates, whereas in the past our members used to be informed only at the end of the bargaining. The Local Union has expressed true concern for Unit 63 members, so that explains why our members have a positive feeling towards the Local. The commitment of our new leadership and Local Reps make a real difference. Working with Perry and Steve feels very professional, as they know what they are doing."

DISCOVER OUR COMMITTEES

Getting involved with your Local will help you to improve your skills, develop your network, and make an impact in your workplace and community.

More information: <https://usw1944.ca/committees>

Get involved!

Become an advocate for human's rights in your community and Union with the Civil and Human Rights Committee.

Ensure that our workplaces are healthy and safe with the Worker's Compensation and Health and Safety Committee.

Seize opportunities for mentoring and leadership development through the Next Generation Committee.

Lobby for laws that have a positive impact on our workplaces and communities with the Political Action Committee.

Benefit from training and leadership development through the Women of Steel Committee.

Stay involved when you retire by joining the Steelworkers Organization of Active Retirees.



MARCHE DE L'ENERGIE IN QUEBEC IN SUPPORT OF LOCAL 9700 MEMBERS



From left to right: Hans-Woosly Balan, Max Deveau, Danis Bouffard, Pierre-Richard Joseph



Alain Croteau, USW District 5 Director



On March 27, 2019, I had the opportunity to go support the locked-out members from ABL who have been out for the past 15 months now. The "Marche de l'Energie" was organized by the Metallos to make sure that the public and the government know that we are extremely frustrated. At the same time, we want to show support to our members through these extremely difficult times.

Why are we upset? Well, the Provincial government had promised during their electoral campaign that they would renegotiate the Hydro-Quebec contract with ABL. We want them to do what they promised.

Since 2018, that lockout has made Hydro-Quebec lose 168 million dollars, a deficit that all Quebecers have to pay for, as our Hydro bills will be increased. All of that is due to a special clause in the ABL contract called "Act of God".

While ABL is saving money, our locked-out brothers and sisters are suffering. I absolutely do not find it to be fair negotiation and

therefore, I wanted to express my frustration towards the Provincial government and the employer ABL. Most importantly, I wanted to show support not only financially, as our Local did in November 2018 and April 2019 [Editor's note: see page 8], but physically also.

I had the opportunity to speak with a member from Local 9700; she expressed her impatience to see the issue resolved. For the 15 months that she has been locked-out, the government didn't do anything about it, and didn't help the workers.

It was a pleasure to welcome all the lockout members who walked from Trois-Rivieres to Quebec National Assembly with cheers and pride.

— Submitted by Hans-Woosly Balan,
Local Union Representative

For more information on the lockout and Local 9700, please refer to our previous release at <http://1944.fyi/iUTDVO>

DISTRICT 6 MENTORING PROGRAM

Tricia Watt, Local Union Representative, joined in the District 6 Mentoring Program. She applied to be both a Mentor and a Learner, and was accepted as a Learner. She was introduced to the Program in March 2019, in Ontario. She is pleased to share her experience with members of Local 1944, so that they get a better understanding of the program.

What motivated you to apply in the Mentoring Program?

In terms of my application to be a Learner, I took into consideration that although I have been doing this job for 13 years, there are still a few areas in which I would like to get more knowledge and experience. Now that we are part of the United Steelworkers, our job descriptions have and will continue to change over time. That's why I wanted to make sure I am properly equipped to flow with the changes, both for my own personal career growth and for the benefit of servicing the members.

What kind of involvement does the program imply? How often do you meet with your peers, and what are the main topics discussed?

Three goals needed to be set by the Learner for what they wanted to achieve at the end of a 12-month period. We must all commit to at least one meeting a month either by phone, face to face, online... Whatever works for each pair! The meetings should be based on the goals and the updates on how the Learner is progressing with each goal. The Mentor is to provide feedback and advice on the progress made by

the Learner. Each meeting is an opportunity to provide updates, information, etc.

What did you learn from this program, and what are your expectations?

So far, I have met some very interesting people from all different walks of life and different areas within the USW. The members who were present seemed genuinely interested in being part of the initiative and ensuring that it becomes successful. All the participants expressed how impressed we were with how accurately we were all matched up with one another. Being a Mentor and Learner comes with their own set of responsibilities and while the interaction should flow naturally and have a social aspect to it, there is work to be done on both sides.

To conclude... I would recommend that members from Local 1944 get involved in this mentoring program. It works best for those who are looking to learn and gain experience as well as share their knowledge and experience with others.



CONGRATULATIONS TO OUR LEADERSHIP DEVELOPMENT SCHOLARSHIP PROGRAM GRADUATES

In 2015, seven members were selected to participate in the [Leadership Development Scholarship Program](#): Kaoutar Belaaziz (Unit 602), Jayson Little (60), Michelle Ravary (502), Mike Goodmurphy (35), Tony Lebel (208), Michael Stead (51), and Kim Woodroffe (213).

During 4 years, they have developed their knowledge and leadership skills to assist other members. They graduated on October 5, 2018. Our Local is fortunate and grateful to have leaders as dedicated as our LDS graduates.

They will carry the experience of the program for many years to come, and the skills and experience they have gained will help our Local in building a strong future for all of our members.

About the program: This intensive course aims at empowering and mobilizing members to become leaders who can create a better future for workers. It combines ideas with action to build the leaders, vision, power, and solidarity. Participants learn with and from fellow USW members.



“Getting to be part of the USW Leadership Development Program was life-changing for me. In our class, we had members from Canada, USA, Mexico, Norway and South Africa. It was so interesting to learn about their struggles and successes, and to see that we are all going through similar things within our union and workplace, regardless of where we live.

We received four weeks of intense training, incredible workshops, guest speakers and days of action. I have put to use what I have learned and experienced within my Unit and community, and will continue to do so.” — **Michelle Ravary, Unit 502**

“When I started this back in 2015, I had no idea what to expect, and what I would accomplish in that time frame. The people that I met will always be sisters and brothers to me. Memories were made, adventures experienced, learning from one another and seeing how different things are in other countries.

The skills and confidence that I gained from this program allowed me to challenge myself and others to do more for their Union. It has left me wanting to do more to build off the skills that we learned. A lot has been accomplished in four years: charity golf tournaments, Unit and Local building, CAT, community volunteering... Leadership is much more than a position or a title, and we all have an opportunity to be leaders for our members and ourselves.” — **Tony Lebel, Unit 208**

“During this four-year journey, I have learned, laughed, cried, and made lifelong bonds from around the world. I cannot talk up the program enough. The first year, we learned what a union can be. The second year, we got to learn the history of the Steelworkers and the labour movement in North America. The third year, we got into contracts, and we understood how much effort goes into negotiating. Finally, on the final year, I chose the module on Organizing, and after this experience, I can say that I have never felt as alive as a trade union activist then bringing others into the USW.

I strongly recommend anyone to take the opportunity if ever offered. It can be hard work but the bond you form with other graduates of the Leadership Development Scholarship will stay with you, no matter where your career in the labour movement takes you!” — **Michael Stead, Unit 51**

“I am extremely grateful for the LDS program. Throughout the four years, we have learned the fundamentals of building a strong Local and an effective Union, and discovered how to run campaigns, build power during bargaining, develop strategic alliances and build social capital. We were mentored in public speaking, bargaining and social issues.

I personally grew as a leader from this program and I’m resoundingly committed to helping our Union. I was extremely fortunate to meet and study with many people from around the world: Norway, South Africa and from all over North America. A sincere thanks to the USW for this program and I am ready to engage our members and assist our Union in whatever capacity.” — **Jayson Little, Unit 60**



2019 USW INTERNATIONAL LDS PROGRAM

The successful applicants for the 2019 USW International LDS Program are the following: Carla Ayles (AB), Pierre-Luc Dick (QC), Jennifer Dunsmore (AB), Alina Gherghinoiu (BC), Alex Livingston (QC), Michael Phillips (BC), and Genevieve Wojdyga (AB). USW District 5 Director Alain Croteau selected President Isabelle Miller and Local Union Rep Hans-Woosly Balan as part of his selections.

“The applications were wonderful, and all are thanked for having applied,” said Sister Miller. “I extend my congratulations to all selected participants.”

OUR MEMBERS GIVE BACK

JEFFERSON AWARDS CARES PROGRAM HONOURING PUBLIC SERVICE

On March 10, 2019, at our annual [Soroptimists 'Give Her Wings Brunch'](#), I was honoured to finally be able to award the \$1,000.00 that the [USW International Jefferson Awards Care Program](#) honoring Public Service previously awarded to myself in 2017 – \$500 from District 3 and \$500 from USW Canada.

I could pay it forward in the form of a new scholarship, through the Coquitlam Foundation to the Soroptimists of the Tri-Cities (BC) to a deserving newcomer to Canada to pursue her post-secondary studies to be a nurse. Her name is Semhar Mehretab Hallyes and she hails from Africa.

The Soroptimists Brunch is dedicated to support and empower women and girls in the Tri-Cities that have experienced and overcome obstacles and are in need of financial assistance to pursue post secondary studies.

Thank you once again for the wonderful opportunity to experience being a Jefferson International Care Award Winner 2017.

– Submitted by Nancy McCurrach,
Unit 51



Semhar Mehretab Hallyes & Nancy McCurrach

JOIN OUR “STEEL ON WHEELS” TEAM TO HELP CANCER RESEARCH

Local 1944 is looking for members to join in our Steel on Wheels team for [The Enbridge[®] Ride to Conquer Cancer™ Presented by Evraz](#) (or The Ride), on August 17-18, 2019.

This is a 200 km bike ride in Southern Alberta, to raise funds for the Alberta Cancer Foundation. All of the donations received are used in Alberta, powering research, clinical trials and enhanced care programs.

Are you interested in joining The Ride? Contact us by email at theride-ab@usw1944.ca. This will be a great opportunity to build strong relationships with other union activists through community action.

For more information and to register, please visit <https://usw1944.ca/ride>



\$1,000 DONATION TO LOCKED-OUT USW LOCAL 9700 MEMBERS

During the United Steelworkers' 54th National Policy Conference in Vancouver, Local 1944 made a \$1,000 donation to USW Local 9700. About 15 delegates from USW Locals across Canada announced more than \$100,000 in donations to the lockouts. In addition, delegates attending the conference raised nearly \$5,000.

Since January 2018, more than 1,000 workers at the ABI aluminum smelter in Becancour, Quebec, have been locked out of their jobs. Since the beginning of the lockout, the company has made several new concession demands.

“This fight is not about Local 9700 only; it is about all the working people in the context of globalization”, said President Isabelle Miller. “We support the ABI locked-out members because their fight is our fight and by helping them win this battle, we also prepare a better future for members from Local 1944.”

WHAT'S NEXT FOR LOCAL 9700 MEMBERS? USW leaders have announced a global campaign to support ABI locked-out workers. Brother Masse started travelling to Australia and launched the global campaign to build international solidarity with workers to challenge Alcoa's anti-labour practices.



Isabelle Miller announcing the donation



Ken Neumann, Clement Masse, Alain Croteau



WILL THE COMPANY
BE FRIENDLY WITH
YOUR FUTURE?

HAVE YOU STARTED SAVING FOR 2021?

The current Telus collective agreement expires on December 31, 2021, at which time it will be renegotiated. No one wants a labour dispute, but if one did happen, would you be financially ready?

TODAY IS THE TIME TO GET PREPARED!

If you start saving
\$100*
per paycheque
you will have
over **\$9,000**

*Do not let the company hold all the power during the next round of bargaining.
Do not let the threat of a labour dispute decide your future.*

STAND UP, FIGHT BACK.

* This amount is recommended on the basis of an average \$3,000 monthly expenditures for a household, for a maximum of 6 month-strike, and taking into account the weekly \$200 USW strike pay and how many pay days are left in the contract.

**IT'S NEVER TOO LATE, BUT
IT'S IMPORTANT TO START.**