Meet Alain Croteau, our new Director for District 5! I have great respect for Alain’s impressive activism and member representation. He will continue the great work of Les Métallos in Quebec.

I was proud to see a number of District 5 members from Alma, Que., join us at our Stand Up for Steel rally in Hamilton. We supported their fight against unfairness at Rio Tinto in 2012. Now, that strength and solidarity is returned. Thanks to the many members and allies who joined us to fight for good jobs, respect for workers and pensions, our steel industry and our communities. That’s what solidarity is all about.

The rally in Hamilton was an inspiring event, something Steelworkers can be proud of. We are also feeling positive about the repeal of Harper’s anti-union laws known as Bill C-377 and Bill C-525.

Another success we welcome is the passing of an NDP pay equity motion in Parliament. The 2016 International Women’s Day theme is about closing the gender gap. Find a pull-out poster in this issue of National Director’s Update.

We will celebrate these gains and more at our USW National Policy Conference in Montreal this April with the theme Equality and Pride.

Our fights for fairness continue on many levels. We join our U.S. members in opposing the disastrous Trans-Pacific Partnership Agreement (TPP). And we will keep up the pressure to improve the Canada Pension Plan (CPP) now that the government is backing away from its election promises on that front.

And as the rally in Hamilton demonstrated, we are standing up for our Canadian steel industry. We’ll keep fighting to stop the exporting of our jobs, to stop the unfair dumping of subsidized foreign steel, to stop the gutting of our pensions. We will continue to rally and fight for workers, communities and Canada’s economic prosperity.

In solidarity,

Ken Neumann
National Director
I’m proud to see so many standing up for good jobs, for decent pensions and for a better future for our communities.

– Marty Warren
USW District 6 Director
It was an impressive sight on January 30 as thousands of Steelworkers and supporters descended on Hamilton to Stand Up for Steel and support families, pensioners and communities hit hard by Canada’s steel industry crisis. “I’m proud to see so many Steelworkers and so many of our allies standing up for good jobs, for decent pensions and for a better future for our communities,” USW District 6 Director Marty Warren said at the Stand Up for Steel rally.

Steelworkers and supporters came by busloads from across Ontario and beyond, including a Métallos delegation from Alma, Que., to demand government support for Canada’s steel industry.

“We are here to ‘Stand Up for Steel’ because this is a struggle for the future of more than 120,000 working families,” National Director Ken Neumann told demonstrators.

“This is a struggle for our communities, for good-paying jobs, and ultimately, this is a struggle for Canada’s economic prosperity!”

Also speaking out at the rally were USW Ontario/Atlantic Director Marty Warren, federal NDP Leader Tom Mulcair, Ontario NDP Leader Andrea Horwath, several NDP MPs and MPPs, Canadian Labour Congress President Hassan Yussuff and Ontario Federation of Labour President Chris Buckley.

The steel crisis – caused by low world steel prices, Canada’s outdated, unfair trade policies and massive dumping of illegally subsidized foreign steel – threatens 120,000 jobs across Canada and the security of tens of thousands of pensioners.

Two of the country’s largest steelmakers, Essar Steel Algoma in Sault Ste. Marie and U.S. Steel in Hamilton and Nanticoke, are in bankruptcy protection, with thousands of jobs hanging in the balance. A bankruptcy court has allowed U.S. Steel to eliminate health benefits for 20,000 pensioners.

Before seeking bankruptcy protection, U.S. Steel broke its legal commitments to maintain jobs and production in Canada, instead shifting Canadian production to the U.S. “It’s shameful to see what corporations like U.S. Steel are doing to our communities and it’s shameful that our governments are not standing up for middle-class jobs and for dignity for our pensioners,” Neumann said.

Other Canadian steelmakers also have slashed jobs and are threatening other cuts.

In Quebec, Steelworkers are mobilizing against ArcelorMittal Mulcair told demonstrators in Hamilton it is unconscionable that successive Liberal and Conservative governments have refused to protect pensioners in corporate restructuring cases.

“It’s become a cottage industry” for corporations to exploit Canada’s outdated bankruptcy laws to target pensioners, Mulcair said.

“We’re one of the few advanced countries that offers no protection whatsoever to pensioners in cases of bankruptcy and insolvency.”

– Tom Mulcair
Leader, Canada’s NDP

Mulcair told demonstrators in Hamilton it is unconscionable that successive Liberal and Conservative governments have refused to protect collective agreements to impose concessions.

The USW has called on the federal and provincial governments to take immediate, concrete steps to defend workers and pensioners and to implement a steel sector action plan to support the industry through the crisis.
Yes, there is a crisis. The earth’s temperature has already risen 0.85°C, and is on track to go up by 4°C by 2100.

At a rise of 1.5°C, more than 100 million people will be displaced, including 27 million in China and 295,000 in Vancouver. We will see increases in food and water-borne disease and experience crop failures and more extreme weather. At an increase of 4°C, climate change becomes irreversible.

A USW delegation took part in the Conference of the Parties (COP21) climate change summit in Paris last November. Our delegation participated in workshops, presentations and daily briefings on the climate talks by the federal environment minister and Canadian negotiators. The summit went overtime to reach agreement on limiting global warming to well below 2 degrees, with the aim being to limit warming to 1.5°C by the second half of this century. “We need to build a climate justice movement that involves our voices. We can’t leave workers behind,” said Carolyn Egan, President of the Steelworkers Toronto Area Council and part of the USW COP21 delegation.

Recent increases in Earth’s temperature are unprecedented in 10,000 years.
Just Transition

Just Transition is a framework of creating jobs, opportunities and compensation in recognition of the jobs and livelihoods lost when carbon-intensive industries are phased out to address climate change. The concept of Just Transition originated in the Canadian labour movement.

The 35-member labour delegation from Canada advocated for decent work, respect for human rights, rights of indigenous peoples, gender equity and the right to a just transition for workers, in addition to advocating for ambitious emissions targets.

“We need to add social justice to our work on climate change,” said USW’s Gerry LeBlanc. “And we need to build allies. This is work that unions are good at.”

USW’s Mark Rowlinson is President of Blue Green Canada, a collaboration between labour and environmental groups for good green jobs. Blue Green Canada wrote letters to the Canadian government ahead of COP21 calling for just transition and the creation of decent work and quality jobs.

While the need for a just transition was recognized in the Paris agreement, it was only recognized in the preamble and not the main text of the agreement.

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Nicolas Lapierre has been named USW Coordinator for Quebec’s North Shore, Gaspé Peninsula, Lower St. Lawrence and Magdalen Islands region. Originally from Natashquan, Lapierre worked at the Pointe-Noire pellet plant in Sept-Îles for 15 years before being hired as a Staff Representative in 2009. As Coordinator, he hopes to enhance the union’s involvement and impact in the community.

“Unions are important social actors. We have to play a part in the distribution of wealth, through our collective agreements and through our activism. I want to build closer ties with other groups and activists who have the same objectives.”

Steelworkers Local 9490 members in Alma, Que., helped lead a union coalition that achieved a new collective agreement for 1,150 Rio Tinto Alcan workers, narrowly avoiding a labour dispute. The five-year contract, as well as a new pension agreement, took effect Jan. 1 and covers USW Local 9490 members in Alma as well as members of three other unions representing workers at Rio Tinto Alcan operations in Quebec.

“Thanks to the solidarity of coalition members, we can be proud of this result, given the circumstances,” said Local 9490 President Alexandre Fréchette.

“We had to put our shoulders to the wheel, but we know that the agreement we negotiated will ensure the long-term sustainability of the pension plan and guarantee a level of pension indexation,” Fréchette said.

The new deal will see workers increase their pension plan contributions and in return any surpluses will be dedicated primarily to pension indexing, and if necessary, the employer will have to maintain minimum contribution levels.

New workers will have an equivalent member-funded pension plan (MFPP), with employer contributions matching those it makes to the current plan, with the company assuming the same costs.

“Respect for intergenerational equity was very important, and there was no way young workers were going to end up with a discounted pension plan. We can say ‘mission accomplished,’” said Fréchette.

More than 200 Steelworkers in Mont-Joli, Que., not only rebuffed their employer’s attempt to eliminate their defined benefit pension plan, they also improved the plan in their latest collective agreement. USW members at the Bradken mining equipment manufacturing plant sent a clear message to their employer – “if you go there, you’ll be facing a strike.”

In addition to an improved defined benefit plan, the new contract includes a job evaluation process started in 2010, which will improve wage classifications for 87% of the workers. Combining the yearly salary increases with classification changes, workers will be getting average yearly raises of 2.7% during the contract’s six-year term.

Bradken Workers Improve Pension Plan

New Deal for Alma Steelworkers

New Coordinator in Sept-Îles
Destiny was calling for longtime USW activist and leader Alain Croteau.

When USW Quebec Director Daniel Roy announced late last year that he was stepping down to pursue a new challenge with the FTQ (Quebec Federation of Labour) Solidarity Fund, the union called upon Croteau, Roy’s assistant since 2014.

USW International President Leo W. Gerard appointed Croteau to take over as acting Director, as of Jan. 1.

Croteau’s union activism began in 1978 as a health and safety representative with Amalgamated Local 8990 in the Greater Montreal region, where he worked at Mitchell Aerospace. He continued to hone his leadership and activist skills after his unit merged with the USW in 1983 and eventually he was elected as the local’s vice-president.

In 2003 Croteau was hired as a USW Staff Representative and in 2010 he was appointed regional coordinator at the union’s Sept-Îles office in Quebec’s North Shore region.

“I am extremely proud to serve as a Director of our great organization,” he says, adding he intends to pursue a similar mandate as his predecessor. He cites a need for a greater inclusivity and diversity within the union in order to better reflect the working world.

“We must do a better job of representing immigrants, Aboriginals, women and youth,” he says. “In the 1980s, our union diversified to include new sectors such as the service, manufacturing, hotel and restaurant industries. Building on our diversity and openness is just as necessary today as it was back then.”

Croteau has been joined in his office by Dominic Lemieux, who is the new Assistant to the Director. Lemieux, originally from Steelworkers Local 6951 at ArcelorMittal in Contrecoeur West, previously served as USW Coordinator for the North Shore and led the union through a number of major campaigns, including the Rio Tinto Alcan lockout in Alma in 2012.
Taking On Uber

Steelworkers-backed taxi workers mobilize en masse in Montreal, launch legal challenge

Fed up with government inaction, Montreal taxi workers affiliated with the Steelworkers have launched a legal challenge against Uber as part of an action plan to defend their livelihoods.

More than 1,000 taxi drivers, members of the Regroupement des travailleurs autonomes-Métallos (RTAM) (Steelworkers Independent Workers' Group) gathered on Jan. 31 to lay out their strategy to combat Uber’s unfair and illegal practices.

Two days later, on Feb. 2, the taxi workers filed an injunction application at a Montreal courthouse to have Uber’s activities declared illegal and therefore shut down.

The injunction application highlights how Uber continues to evade laws, regulations and costs that apply to taxi services as well as serious concerns regarding insurance and customer safety.

“Despite Uber’s claims, this is not ride sharing. It is nothing like riding and sharing costs with a neighbour or a friend,” said RTAM lawyer Marc-Antoine Cloutier. “Their drivers are providing transportation for pay even though it has acknowledged through its former transportation minister that Uber is illegal.”

On behalf of taxi and limousine drivers and owners, we demand that Uber comply with the law.

– Alain Croteau
District 5 Director

There is incredible solidarity among the RTAM members, who have suffered considerable loss of income and are struggling to support their families. Many invested as much as $200,000 for a licence and have seen the value of that investment drop significantly.

The taxi workers demonstrated on the streets of Montreal on Feb. 10 and held a ‘Uber hunt’ in which they reported illegal Uber taxis to city officials. The following day, the RTAM drivers offered discounted fares to their customers across the city.
Steelworkers were part of the Canadian Health Coalition (CHC) National Health Care Lobby in late January, where 140 volunteer health care advocates from across Canada met with a total of 130 MPs to raise awareness and call for secure, long-term funding for medicare.

Lobbyists Joe Holman and Laurie Tellier are members of the USW District 6 Health Council and work in long-term care in Southern Ontario.

“We work in what is probably the most undervalued area of health care,” says Holman. “Any new Health Accord between the provinces and federal government must contain a national strategy for seniors’ health, including palliative and hospice care.

“Taking part in this lobby makes me feel like I am really doing something for my own future, as well as the future of medicare,” says Tellier. “It feels good to be able to educate politicians about a sector that I know more about than they do.”

The USW has been a part of the CHC for decades and advocating to save and expand medicare is a basic union issue.

“If we do not fight for our health-care system, it will have an impact on collective bargaining,” says USW National Director Ken Neumann. “We already have to negotiate benefits that aren’t covered by medicare. We need the strong, publicly funded, publicly delivered and publicly administered health-care system envisioned half a century ago by Tommy Douglas.”

The previous Conservative government refused to negotiate a new federal-provincial Health Accord, which expired in 2014. A new accord, promised by the current government, has yet to be negotiated. The CHC is calling for a new, 10-year agreement that ensures the federal government’s contribution of at least 25% of all current public health care expenses by 2025. In addition to a National Strategy for Seniors’ Care, the CHC is calling for a plan and funding to implement a National Public Drug Policy.

The Health Care Lobby will continue this spring, targeting politicians in their ridings. For more information, go to www.healthcoalition.ca. #stand4medicare
Erin Weir is the newly elected NDP MP for Regina–Lewvan. Weir is a rookie MP and a Steelworker, having worked as an economist with the USW National Office until his election in October. He is the NDP Critic for Public Services and Procurement.

Weir says being an MP on Parliament Hill is exciting. “I enjoy having an opportunity to make interventions and ask some questions.”

Weir includes the Trans-Pacific Partnership (TPP) in his list of issues he believes Steelworkers will be interested in. “The TPP is a threat to good manufacturing jobs in Canada. It would empower foreign corporations to challenge our procurement policies, increase patents and drive up the cost of pharmaceuticals. The NDP is opposing the TPP and I know the deal is a major concern for the USW as well.”

Working with the USW prepared Weir for Parliament Hill in a number of ways.

“A big part of my job for the union was as an advocate for workers’ rights," he says. “The USW gave me the opportunity to testify before committees, which gave me experience in how Parliament works.”

Weir appreciates how rank-and-file Steelworkers helped him win an extremely close race in Regina–Lewvan. “The work of USW on the ground really made a difference," he says.

With many progressives content to be rid of Harper, how will the NDP stand out in a Liberal majority government?

Weir says the role of New Democrats is to hold the government accountable. “The Liberals have already started to backslide," he says, citing the government’s failure to reaffirm its commitment to improve the Canada Pension Plan (CPP).

Weir also points to the federal minimum wage. The Liberals supported an NDP minimum wage motion in 2014, but during the election, they dismissed the importance of a federal minimum wage, so it remains unclear where they stand.

New Democrats will be keen to put forward anti-scab legislation. “The Liberals are in a position to do something. It will be an important test, how they vote, now that they have the power to make law," says Weir.
Scott Duvall, the NDP MP for Hamilton Mountain, another of our Steelworkers on Parliament Hill. We caught up with him just before Parliament resumed sitting in January. A city councillor in Hamilton for nine years, Duvall was president of USW Locals 5328 and 3250. He is the NDP Critic for Pensions and the Critic for the Federal Economic Development Agency for Southwestern Ontario.

“It’s an honour and a privilege,” Duvall says of being a Steelworker in Parliament. He recalls past trips to Ottawa with Steelworkers Tony DePaulo and Bill Ferguson to lobby for support for the steel industry, and later as a city councillor representing the Federation of Canadian Municipalities to lobby for infrastructure funding for cities.

As the critic for pensions, what can be done to protect workers and pensioners when companies fail?

“I think there are two things,” he says.

“The Canada Investment Act, as we’re seeing with U.S. Steel. There is supposed to be a net benefit for Canada. We need to ensure there is a net benefit to pensioners and workers. And with the CCAA (Companies’ Creditors Arrangement Act), workers’ deferred wages should be top of the line.”

Duvall has spoken in the house on this issue already. The Liberal government is giving the same answers as the Conservatives before them. Duvall says the Liberals agreed with the NDP during the campaign, that the secret deal with U.S. Steel was unacceptable. Duvall is pushing the Liberals for details of the deal.

“We have to keep fighting,” he says of how the NDP will move forward with a Liberal government. “There were many issues where Liberals piggybacked on the NDP during the campaign. We need to hold their feet to the fire and make sure that they follow through.”

Other issues that will interest Steelworkers in the coming parliamentary session including the TPP, housing and infrastructure investments, he says.

“What I’d like to see is that jobs are protected when we are allowing foreign investment.”

Another priority is improving the CPP.

“They (the Liberals) did a lot of talking. Now they’re being silent,” Duvall says. “We need them to open up.”
Telus Talks
Steelworker solidarity boosts negotiations for fair deal for 10,000 TWU, USW Local 1944 members.

USW National Director Ken Neumann pledged the union’s full support to TWU, USW Local 1944 when he joined the local’s bargaining team in Vancouver in January in the midst of negotiations with telecommunications giant Telus. “Our bargaining committee appreciated having the National Director at the table with us and speaking on behalf of the entire Steelworkers union,” said TWU, USW Local 1944 President Lee Riggs. “Hearing first-hand how we have the full support and resources of the union behind us is a big boost in these challenging negotiations and we’re more committed than ever to get a fair deal,” Riggs said.

TWU, USW Local 1944, is in negotiations with Telus for a new collective agreement for approximately 10,000 members in several provinces. “For a long time now Telus and its shareholders have enjoyed healthy profits and an enviable level of customer loyalty and the big reason for this success is the hard work done by our members, day in and day out,” Neumann said. “We entered these negotiations with a renewed level of solidarity and resolve to stand together,” said Riggs. “We know Telus is a successful company because of our members. We’re committed to negotiating a fair deal that acknowledges and respects our members’ hard work and our undeniable contributions to that success.”

Telus Talks: Steelworker solidarity boosts negotiations for fair deal for 10,000 TWU, USW Local 1944 members.

“Telus has an obligation to negotiate a collective agreement that recognizes the considerable value of these employees to its ongoing success. Our union will do everything we can to make sure our members get a fair deal.”

“We know Telus is a successful company because of our members. We’re committed to negotiating a fair deal that acknowledges and respects our members’ hard work and our undeniable contributions to that success.”
USW Gains Strength in Potash Sector

The newest local union in District 3 is USW 7916 in Rocanville, Sask. On January 28, the Rocanville Potash Employees' Association (RPEA) voted 70% to join our union. The 568 members of Local 7916 work at the Rocanville Potash mine, owned by the Potash Corporation of Saskatchewan (PCS). For the past three years the RPEA has had an ‘affiliation’ with USW and has worked closely with the other three USW locals at PCS’s Allan, Cory and Patience Lake mines.

“The RPEA served us well, but as PCS grew into a larger global corporation, we wanted a stronger voice for our members, and we looked to the Steelworkers,” said Jeremy Wray, President of the local union.

“We are truly stronger together. We will combine our history and experience with the professional depth of an international union with extensive membership in our sector, including USW members at other PCS operations,” said Wray.

BC NDP Wins Two By-elections, Poised to Take on Liberals in 2017

With the British Columbia general election due to be held in May 2017, NDP victories in two by-elections on February 2 show the province is ready for change.

The B.C. New Democrats handily won both contests, electing Melanie Mark in Vancouver-Mount Pleasant and Jodie Wickens in Coquitlam-Burke Mountain.

The win is historic as Mark is the first First Nations woman elected to the B.C. legislature. Mark replaces Jenny Kwan who was elected federally as the NDP MP for Vancouver East. In Coquitlam, Wickens helped the NDP pick up the seat vacated by Liberal Doug Horne, who ran unsuccessfully in the recent federal election.

USW District 3 used the Steelworkers Vote program to engage members by mail and phone and encourage volunteers to help in the campaigns.

“The Christy Clark government is mired in scandals and voters know that they are tired and out of touch,” said Stephen Hunt, USW District 3 Director. “With these wins and the addition of two strong, passionate and articulate new members to the NDP caucus, we can be optimistic about change in Victoria in 2017.”
The USW Stop the Killing, Enforce the Law campaign took a big step forward in January with a 3.5-year jail sentence handed to a construction manager found guilty of criminal negligence in the 2009 deaths of four workers.

“This jail sentence is a Toronto story but it is a national precedent and has implications for our campaign,” said USW National Director Ken Neumann, noting that the sentence is the first of its kind in Ontario. “Our union has led the fight to have better investigation and prosecution of corporate directors and executives who are ultimately responsible when workers are killed on the job.

“We fought for the 2004 Criminal Code amendments that allow for such enforcement, but the minimal application of the law over the last 12 years has not changed the culture that sees workers’ lives as expendable and death as a cost of doing business.”

In his sentencing decision, Judge Ian MacDonnell said the manager had a duty to ensure the safety of the workers, who were working on scaffolding more than 100 feet above the ground without lifelines.

“A significant term of imprisonment is necessary to reflect the terrible consequences of the offences,” MacDonnell said. “It must be made unequivocally clear that persons in positions of authority in potentially dangerous workplaces have a serious obligation to take all reasonable steps to ensure that those who arrive for work in the morning will make it safely back to their homes and families at the end of the day.”

The USW’s campaign to Stop the Killing and Enforce the Law continues as awareness and support grows across Canada. To find out how you can get involved, go to www.stopthekilling.ca.
Canada’s new Liberal government wants to show it really is different than the previous Conservative regime, it must demand changes to the Trans-Pacific Partnership or reject the massive, unfair trade deal that will be disastrous for Canadian workers and families.

“Canadians deserve a better deal than the one negotiated by your predecessors,” USW National Director Ken Neumann says in a letter to Chrystia Freeland, the Liberal government’s International Trade Minister.

Neumann’s letter is a detailed, thoughtful appeal for the federal government to stand up for Canadian jobs, for our democracy and to reverse ever-increasing inequality in our society.

“There is no reason for this government to accept the content of the (TPP),” he says in his letter to Freeland.

An in-depth study by researchers at Tufts University in Massachusetts has concluded the TPP will kill 58,000 good, middle-class jobs in Canada and contribute to greater inequality.

The deal will drastically increase prescription medication costs for Canadians, allow corporations to bring temporary foreign workers to Canada en masse, and impede our government’s ability to pass progressive economic, social and environmental laws.

Steelworkers are not “anti-trade,” Neumann emphasizes in his letter to Freeland. However, trade must improve living and working standards, not continue the global race to the bottom demanded by multinational corporations, he says.

The Liberal government signed the TPP on Feb. 4 as a first step toward final ratification in two years. The Liberals say they will consult with Canadians before deciding on ratification.

Canadians need a stronger, more meaningful commitment from their government, Neumann told Freeland.

“There are ways to reopen the TPP in order to preserve jobs, protect the environment, limit the power of multinational corporations and avoid higher drug prices. There is a better deal for Canada and your government can push for renegotiation or decline to ratify the deal on Canada’s behalf.”

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**TPP Facts**

- Negotiated in secret by 12 countries representing 40% of global economy, including Canada, the U.S. and Japan.
- Will eliminate 58,000 Canadian jobs.
- Will increase Canadians’ prescription drug costs by $800 million a year.
- Corporations can sue Canadian government in secret tribunals for any laws that reduce corporate profits.
- Neither ordinary citizens nor civil society had input in TPP negotiations.
- Global corporations had considerable input and access into the proceedings.

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International Women's Day 2016
Taking Action for Gender Equality
Jobs • Wages • Leadership • Safety

Journée internationale de la femme 2016
Passer à l’action pour l’égalité
Emplois • Salaires • Leadership • Sécurité

Taking Action for Gender Equality
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