



WINTER 2022

USW District 6 has had a successful year – in bargaining, in disputes, in getting our members more active, in giving back to our communities and much more. And I have each of you to thank for your work in building and making sure we succeed as a union.

This year, a lot of us were finally able to get together in-person for the first time since the pandemic. Union halls started to fill up again, seats at bargaining tables were occupied, we heard voices on the microphones once again and reunions with our fellow Steelworkers were possible again.

When I started as the USW District 6 Director in March, I made a commitment to you to work together to strengthen and build on the Steelworkers' incredible legacy of defending the rights of our members and all working people.

Bargaining committees and staff across our district have been hammering out deals that improve the working lives of our members. Our district committees have joined forces with the aim of engaging new members and providing education to those wanting to get involved. This grassroots work is expanding our network of activists and building solidarity and power within our union. And our members are getting out in their communities, helping and giving back where they can.

The unfortunate and preventable deaths of Steelworkers on the job this year have accentuated

our continuous fight for health and safety. While our union is committed to doing everything we can to ensure safe and healthy workplaces, we cannot do it alone. The health and safety of workers requires a mutual commitment from employers and governments, without any more tragic consequences. We will continue pushing for the enforcement of the Westray Law where possible.

As I reflect on our accomplishments and challenges this past year, I want to sincerely thank every one of you for your work and activism. As we head into the new year, I've got two asks from you: one is to lend your solidarity to fellow Steelworkers in their own challenges; and two, to bring one or two members along to get involved. Sometimes, all you have to do is ask. Let's continue to grow and build power for our members and working people.

In solidarity,

Myles Sullivan
USW District 6 Director

Steelworkers make great neighbours!

Here are a few recent examples of Steelworkers making a difference in their communities.



Operation Backpack, Hamilton Steelworkers Area Council, USW Southwestern Ontario Area Council – along with Stelco, ArcelorMittal, St. Matthews House and the Hamilton Wentworth Elementary Teachers Union 2,000 supply-filled backpacks were provided for kids in need in Hamilton, London and Simcoe.



Tampon Tuesday – USW District 6 donated \$500 worth of period products, collected at a June event at the Steelworkers Hall in Toronto.

Infant warmer for the Sault Area Hospital – USW Local 2724 – Members decided to give back to the community after receiving the largest profit-sharing payout in Algoma's history. Their gift of over \$40,000 will buy a new infant warmer for the local hospital.

Jaysin Peter Frank Lacko (JPFL) Memorial Scholarship Golf tournament, Thunder Bay – USW locals from the Northwestern Ontario Area Council are key contributors to the tournament, which raised over \$10,000 for two scholarships at Lakehead District School Board and the Catholic district school board.

Steelworkers Humanity Fund, Atlantic Canada and Quebec

– the fund is contributing \$40,000 to support hurricane Fiona victims including \$15,000 to the Canadian Red Cross; \$10,000 to the Port aux Basques Lions Club; \$5,000 to local organization Gateway Status of Women Centre; and \$10,000 to Entraide communautaire des îles In îles-de-la-Madeleine, Que., to address the surge in prices of staple food items in the aftermath of the storm.

#USWCares



USW International Convention: Everybody's Union

The 2022 USW International Constitutional Convention brought together Steelworkers from Canada, the United States and the Caribbean, under the banner of "Everybody's Union."

International President Tom Conway kicked off the convention with an address to 3,000 Steelworkers at the MGM Grand in Las Vegas, Nev. He highlighted our wins, our challenges, and more importantly, our focus over the next few years.

The work of our union

The International Constitutional Convention sets the path to guide our union's work, focusing on priorities including collective bargaining, health and safety, education, political and legislative action. It is where ideas turn into resolutions that are debated and passed by our membership. These resolutions not only renewed the USW's core mission and commitments, many introduced new ways to move our union forward with ideas to adapt to changes in the workforce and our members' working lives.

Delegates also passed three major constitutional changes at this

year's convention. Local unions now have the ability to establish a Veterans of Steel program, similar to our longstanding programs such as Women of Steel and NextGen. We also made constitutional changes to improve parental leave language and our union's overall harassment policies.

Details on resolutions and other convention information can be found at convention.usw.org.

A strong District 6 delegation

There were 265 delegates from Ontario and Atlantic Canada who represented District 6 and who were actively engaged throughout the convention. They

made passionate arguments on the convention floor in favour of resolutions to benefit our members and participated in various committees and sector caucuses to exchange ideas and build solidarity with fellow Steelworkers.

District 6 delegates returned from the convention to their local unions with fresh knowledge, new experiences and renewed energy to continue their great work in representing our membership.

Women of Steel bring D6 solidarity to Quebec City



This year marks 35 years since the Women of Steel program was created, right here in District 6. There was no better way to celebrate than to get together in Quebec City for the USW National Women's Conference in October.

Delegates from Cambridge and Toronto travelled to the conference aboard a Solidarity Express bus, organized by Tracy Nguyen, South Central Ontario Area Council President, and the USW Family and Community Education Fund.

Thanks in part to the Solidarity Express, District 6 proudly had the largest delegation at the conference. More than half of the delegation consisted of first-time delegates, demonstrating the growing participation and contributions of Women of Steel to the incredible strength and achievements of our union.

Delegates experienced a week of learning and solidarity-building and showed they are ready to rise up to the challenges ahead – from raising the bar on women's health and safety, to protecting each other through collective bargaining and building the next generation of Women of Steel.



Steps to reconciliation

In October, over 100 USW members participated in the third Steelworkers National Indigenous Gathering, in Sault Ste. Marie, Ont. The gathering began with a lighting of a sacred fire, which remained lit throughout the event.

Over the last few years, Sault Ste. Marie Steelworkers have formed strong working partnerships with the Batchewana First Nations and Garden River First Nations. The value of these partnerships, which are founded on mutual respect, listening and taking action, is an example to all Steelworkers and is among the reasons why Sault Ste. Marie was chosen as the host city of the gathering.

The gathering is a small step towards reconciliation with First Nation, Métis and Inuit peoples, which is vital to our union and to our entire country. Steelworkers recognize there is much more to do, every day, to keep walking the path to reconciliation. You can learn more at usw.ca/trc-action.

Steel contracts among “best in decades”

After years of struggles to resist corporate attacks on working conditions, thousands of USW steel-sector members have achieved major gains in bargaining that reflect their primary role in generating massive profits for employers.

At Algoma Steel in Sault Ste. Marie, Local 2251 (representing 2,200 production and maintenance workers) and Local 2724 (representing 550 salaried employees) won five-year agreements with 3% wage increases annually, annual cost-of-living adjustments (COLA) and numerous improvements to pensions, benefits and contract language.

Similarly, Steelworkers at Stelco have negotiated five-year contracts with big improvements. The 600 members of Local 1005 at Stelco's steel-finishing operations in Hamilton won annual, across-the-board wage increases, COLA in each year, additional increases for skilled trades and significant improvements in pensions, benefits, profit-sharing and contract language, including layoff protection.

At Stelco's Lake Erie operations in Nanticoke, Ont., 1,150 members in three bargaining units within Locals 8782 and 8782-03 achieved five-year deals with annual, across-the-board wage hikes, COLA in each year, a \$6.50 market adjustment for skilled trades and improved pensions, benefits, language and profit-sharing provisions.

“With steel-sector locals leading the way, members across our district are negotiating some of the best contracts in decades,” said District 6 Director Myles Sullivan.

USW saves Job Action Centres from closure

For nearly two decades, the USW has operated government-funded Job Action Centres in Peel-Halton, Toronto and Hamilton.

These centres offer support with resumes and job leads, training, accessing government programs and other help until workers reach their job goal.

Even with a strong record of helping tens of thousands of workers, these centres have faced the threat of closure by both Liberal and Progressive Conservative governments.

The most recent threat came at the end of August with a government order to stop taking in clients within two months and close the doors completely by the end of the year.

While protests were being organized, the USW also reached out to the Ontario Minister of Labour to call for a reversal of the closures. The minister heard these calls and agreed to keep the centres running.

For now, the extensions are temporary, but the union will keep the pressure up until we have a signed agreement to keep these centres funded into the future.

BARGAINING

Across District 6, in every sector of the economy, Steelworkers are standing strong at the bargaining table to improve their working and living standards. Recent bargaining successes include:



Local 2010 – Queen's University, Kingston, Ont.

Constrained by the Ontario Conservative government's regressive law restricting wage and benefit increases to 1%, 1,400 administrative and support staff at Queen's University achieved several gains on working conditions and quality-of-life issues. Their three-year agreement improves provisions on workloads, flex time, job evaluations, pay equity, parental leave, remote work, tuition and child-care benefits and more.



Local 6185-12 – Labrador West Child Care, N.L.

Local 6185-12 members at child-care centres in Labrador City and Wabush, N.L., achieved their first collective agreement, with total wage increases of 10% over three years. The contract adds an additional holiday for employees' birthdays and codifies conditions including a \$1,450 annual vacation bonus, paid sick days and paid breaks.



Locals 1568, 4096 – Canadian Nuclear Laboratories, Ont.

Total wage hikes of 7%, additional increases for many positions, an improved salary grid and increases in shift premiums and on-call premiums are among gains achieved by 900 members in two USW locals at Canadian Nuclear Laboratories (CNL) in Chalk River, Ont. The contracts also improve language on issues including career progression systems and seniority provisions to ensure fairness in promotions.



Local 1-306-05a – Delta Hotels, Saint John, N.B.

The 86 members, including hotel maintenance workers and room attendants, achieved a four-year agreement with total wage hikes of 12.5% and improved provisions on job evaluation language and contracting out.



Local 1-2010 – Greenfirst Forest Products, Chapleau, Ont.

Members made significant gains including annual wage increases of 3.5% over four years, additional adjustments for trades and other positions, improvements to pensions, allowances and benefits, and a new employer contribution to the Steelworkers Humanity Fund. The contract followed a pattern of other good settlements in the wood sector.



Local 3172-11 – Atlantic Gold, Musquodoboit, N.S.

The 64 members at Atlantic Gold's mining operations in Nova Scotia won a first contract with total wage increases of 10.8% over four years. Other gains in working conditions include provisions on vacations, parental leave, bereavement leave, sick leave and shift premiums.



Local 9511 – Serco Canada/DriveTest centres, Ont.

The 900 members at DriveTest centres across Ontario ratified an 18-month agreement providing a 7% wage increase in the first nine months, plus an additional 25-cent adjustment for certain positions. The contract improves provisions on benefits, premiums, violence and harassment leave, overtime, expenses and allowances. The 18-month term reflects SERCO's agreement with the province to provide driver licensing and examination services.

SUCCESSES



Local 9601 – Ichiboshi LPC, Caraquet, N.B.

Facing challenges related to market volatility, the 136 members of Local 9601 negotiated a one-year contract that provides a significant, 9.5% wage increase as well as contracting-out protections. Members process snow crab and prepare products for a variety of markets.



Local 9042-25 – NTN Bearing Corporation, Mississauga, Ont.

Members ratified a five-year agreement providing total wage increases of 14.25% and other gains including improved vision care and boot allowances, reducing the timeline for new hire progression to 12 months, from 24 months, and a 16.5% increase (\$2.54/hour) to the general labour rate in the first year.



Local 1998 – University of Toronto

Some 3,500 casual (contract) workers ratified a three-year contract that secures better treatment from the University of Toronto, including paid sick days, wage increases, improved dental benefits and better protection for members facing discipline or termination. Another Local 1998 bargaining unit, representing the university's 5,500 full-time administrative and technical employees, ratified a collective agreement providing wage, benefit and language improvements, including remarkable gains on equity issues, such as gender affirmation benefit coverage for surgeries, procedures and other supports for gender-transitioning members.



Local 2020-70 – Tank Truck Transport, Sudbury, Ont.

Members, including truck drivers and maintenance workers, demonstrated unwavering solidarity with their bargaining team to beat back concession demands and win 7.5% wage increases over three years, plus gains in vacation, vision care, overtime provisions, payments for work clothing and more.



Local 9097-4 – IMTT/Newfoundland Transshipment Ltd.

The 23 members at the crude oil transshipment terminal in Arnold's Cove, N.L., ratified a five-year contract with total wage increases of 12% and improved provisions on paid sick days, paid personal days and boot allowances.



Local 9042-104 – Lennox Industries, Brampton, Ont.

Members at the Brampton, Ont., distribution centre of Lennox Industries, a multinational manufacturer of heating and air conditioning systems, ratified a three-year contract with a 5.5% wage hike in the first year and total increases of 11.5%. Other gains include improvements in vision care benefits and safety shoe allowances.



Local 243G – Graham Packaging Canada Company, Ont.

Members at Graham Packaging Canada Company in Mississauga, Ont., ratified a three-year collective agreement with total wage increases of 9%. The workers also received a \$250 signing bonus and negotiated shift premium increases for all shifts.



Local 9042-01 – Terrapure BR LP, Mississauga, Ont.

Local 9042 members at Mississauga, Ont.-based Terrapure BR LP, a remediation and waste management company, negotiated a three-year agreement with total wage increases of 8%, including a 4% hike retroactive to November 2021. The contract includes shift premium increases and improved benefits, with all members to receive 100% coverage by the agreement's third year.

Around the District



USW District 6 Director Myles Sullivan (right) and Assistant to the Director Kevon Stewart (third from left) recently visited USW Local 49M members working at IPEx in London, Ont.



USW District Director Myles Sullivan (right) and Staff Rep Mary Lou Scott (middle) with members of USW Local 4610 at Frito Lay in Cambridge, Ont.



Members of USW District 6 committees gathered in September for a day of training and collaboration.



USW National Director Marty Warren, USW District 6 Director Myles Sullivan, Staff Rep Mary Lou Scott, and USW Local 2859 Vice-President Nik Grenci at BWXT in Cambridge, Ont.



USW members gathering for the Labour Day Parade in Toronto.





Women of Steel from across Canada, including many District 6 members, protested gender-based violence at a sunrise event in Quebec City.



Assistant to the District 6 Director Kevon Stewart (third from left) with members of USW Local 9560 at Voyant Beauty in Rexdale, Ont.



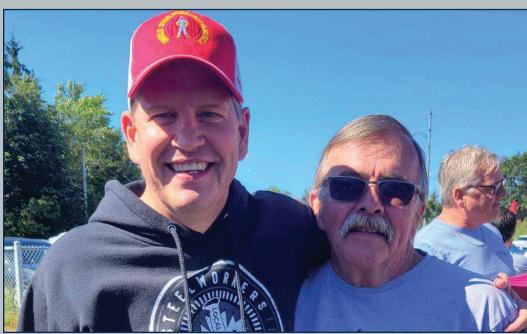
USW District 6 is honoured to display Indigenous artist Philip Cote's mural at our office in Etobicoke, Ont. "The Original Family" is a depiction of the Ojibway/Anishinaabe creation story, which was brought down through oral traditions and images painted on birch-bark scrolls.



The District 6 NextGen Committee hosted their first annual soccer tournament in Ingersoll, Ont., in October.



USW District 6 Director Myles Sullivan celebrates Labour Day in Sudbury, Ont.



USW District 6 Director Myles Sullivan with USW Local 6500 member Tom White at the Labour Day celebrations in Sudbury, Ont.



Steelworkers marching in the Labour Day Parade in Hamilton, Ont.

WESTRAY: 30 YEARS AFTER DISASTER

Last May, Steelworkers gathered with family and community members in Pictou County, N.S., to mark the 30th anniversary of the Westray coal mine explosion that killed 26 miners.

In 1992, Westray miners were working with the USW to join the union, to address their extremely dangerous working conditions.

The subsequent inquiry into the disaster by Justice K. Peter Richard exposed the actions and inactions of the employer, regulators and governments that made a deadly event all but inevitable.

The legal system's deficiencies led the Steelworkers to embark on a decade-long campaign for legislation to allow prosecutions in cases such as Westray. In 2004 the Westray bill (C-45) was enacted in Parliament and became law.

The Criminal Code amendments established legal duties on employers for workplace health and safety and allowed for corporations and their representatives to be held criminally responsible for workplace deaths and injuries.

The USW continues to advocate for enforcement of the Westray Law with its campaign, Stop the Killing, Enforce the Law.

On June 6, worker Quoc Le, 51, was killed in a preventable tragedy at National Steel Car in Hamilton. It was the third fatality at the plant in 21 months, following the deaths of Collin Grayley, 35, on April 23, 2021, and Fraser Cowan, 51, on Sept. 2, 2020. All three workers were members of USW Local 7135.

In Come By Chance, N.L., the USW is calling on the RCMP to launch a criminal investigation into the catastrophic explosion on Sept. 2 at the Braya Renewable Fuels refinery. The union also is urging the Newfoundland and Labrador government to launch a formal inquiry into the disaster, which killed one worker and injured seven others.

Shawn Peddle, a member of USW Local 9316, died in hospital on Oct. 15, six weeks after suffering critical injuries in the explosion.

Three decades after the Westray disaster, Steelworkers continue to honour our commitment to fight for the right of all workers to come home safe, every day.



USW District 6 Director Myles Sullivan by the monument during the ceremonies marking the 30th anniversary of the Westray explosion that killed 26 miners.



National Policy Conference Save the dates – 2023

April 23-24:
SOAR Conference

April 24:
NextGen Conference
National Locals Conference

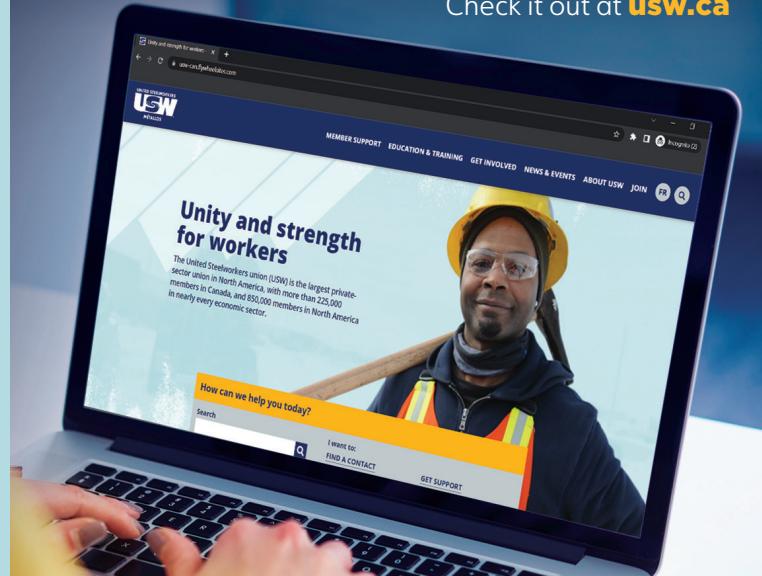
April 25-28:
USW National Policy Conference, Toronto

Registration coming soon.

The USW has a new national bilingual website!

Fully accessible and mobile friendly, with great new features like, Get involved, Member Support and Education – it's now much easier to discover resources and find important district information.

Check it out at usw.ca



Interested in getting more involved in District 6?

There are many committees where you can connect with like-minded Steelworkers!

To sign up for our texting list and stay updated on upcoming opportunities, send a text to 32323:

Text D6WOS for Women of Steel

Text D6NextGen for NextGen

Text D6PAC for Political Action

Text D6HRC for Human Rights



Wishing you a happy and healthy holiday!

On behalf of the 75,000 members of USW District 6, we wish you, your families and loved ones a happy and healthy holiday season.

The holidays are a special time for us to pause and reflect on our accomplishments and victories. Every day, you each do your part to improve the working lives of not just your members but all working people. Despite the challenges, your solidarity and commitment remains strong. As we look towards a new year, let us renew our hope for a better future for our members, our families and all working people.

I want to take this opportunity to sincerely thank you for your hard work and dedication to our union. I am truly privileged to serve as your District 6 Director.

Happy holidays and a very happy 2023 from your Steelworkers family!



Myles Sullivan
USW District 6 Director

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United Steelworkers District 6 • 300-200 Ronson Drive • Etobicoke, ON • M9W 5Z9
Telephone: 416-243-8792 usw.ca/District6 [USWDistrict6](https://www.facebook.com/USWDistrict6) [USWDistrict6](https://www.twitter.com/USWDistrict6)