

2022

Members' Report



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WHAT BRINGS US TOGETHER

The year 2022 saw a lot of action at the Steelworkers Humanity Fund, following two years marked by pandemic restrictions. Our partners around the world and in Canada were able to resume their in-person activities, often by maintaining virtual components that allowed them to reach an even greater number of participants. We have also seen important changes within the Fund itself, with the retirement of two individuals that contributed to making the Humanity Fund what it is today. They left behind big shoes to fill but also a richness and depth of connections with social justice activists around the world.

The worker exchanges that took place in 2022 reflected the strength of our partnerships and reminded us of the importance of human connections and

face-to-face gatherings beyond our virtual work and digital engagement. Travelling to witness the daily reality of organizations that we support in Liberia, Bangladesh,



Steelworkers Jennifer McMaster (LU 4820), John Ralph (LU 7884) and now-retired SHF Executive Director Doug Olthuis visiting SHF partner Camp for Peace Liberia, November 2022.

Skyline of Dhaka, the capital of Bangladesh.



Bolivia, Mexico and India, Steelworkers from all over Canada learned about their local struggles and have become strong advocates for their work. Similarly, our partners attended key union events, such as the National Women's Conference, held in Québec City, allowing them to gain a firsthand experience of Steelworkers in action.

It can be difficult to extricate ourselves from the business of our day-to-day lives. Steelworkers Humanity Fund



The July 2022 delegation to Bangladesh, including, from left to right, Steelworkers Michelle Ravary (LU 1944), Caroline Lemay (LU 9700), Alex Lourenco (LU 2894), and Secretary-Treasurer of the Canadian Labour Congress Lily Chang.



Caroline Lemay (LU 9700), during a SHF delegation to Bangladesh in July 2022.

delegations and exchanges allow us to reconnect with the common causes as workers, activists, and first and foremost, as human beings. By better understanding what brings us together, we are better equipped to defend each other's rights, wherever we are and across borders. This annual report shows a glimpse of what we can achieve together.

WOMEN WORKERS LEADING AND CONNECTING GLOBALLY

plenary panel discussing occupational health and safety strategies that incorporate a gender approach that considers the needs of female workers, particularly those in industries with a high degree of potential hazards, like mining or manufacturing.

Imelda Jimenez and Carla Alvarez are two trailblazers in Mexico's independent labour movement as members of the National Executive of the National Union of Mine, Metal, Steel and Allied Mexican Workers (Los Mineros). Their leadership and commitment to elevating women's issues are guided by years of working in the auto parts and energy sectors, industries with a predominantly male workforce. Imelda and Carla were able to take part in the workshops and events organized during the USW Women's Conference, bonding with sisters from across Canada.



International Partners of the Humanity Fund and USW Members after a workshop at National Women's Conference.

In October 2022, the Steelworkers Humanity Fund (SHF) enabled the participation of international partners from Peru and Mexico to the National USW Women's Conference in Québec City, providing a unique opportunity for Canadian and International union women to gather, share and learn from each other.

Estela Ospina, Peruvian labour activist and founding leader of THANI, an SHF partner organization, participated in a

While much remains to be done to dismantle systemic barriers that women face, female leaders are becoming increasingly visible in Latin America's unions and labour movements. Many of our partners are at the forefront of this struggle, such as the National Women's and Mining Network, in Bolivia. Jessica Farias, Project Officer with the Steelworkers Humanity Fund, had the opportunity to travel to Bolivia and attend a series of public fairs, organized by the Network in the cities of La Paz and Cochabamba, aimed at raising

awareness about gender-based violence and displaying the efforts of mining cooperatives to educate the public on those issues. In Bolivia, more than 50% of women report experiencing physical or sexual violence by a partner, but only 1% of all gender-based violence cases are prosecuted and convicted.

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Women miners in Bolivia and participants in project supported by the Humanity Fund calling on the eradication of gender-based violence.

These events demonstrated the leadership, talent and creativity of women miners and their aspirations to build communities and workplaces free of all forms of violence. Beyond Bolivia, these aspirations have a universal quality to them, which the SHF supports through projects and sister-to-sister worker exchanges.

ADVANCING CORPORATE ACCOUNTABILITY, ONE STEP AT A TIME

Accountability is a simple, yet powerful concept. When one does something wrong, there should be consequences, or at the very least an acknowledgement of the harm done. Due to successful awareness campaigns led by labour and human rights groups around the world, there is increased pressure for corporations to respond to basic standards of accountability that some companies refuse to acknowledge or apply to their overseas operations.

A long-time partner, Kalpona Akter, the Executive Director of the Bangladesh Center for Workers Solidarity (BCWS), knows this very well. The Steelworkers Humanity Fund has supported BCWS for several years in its fight for safer workplaces and sustainable wages for the workers who make our clothes. But for the situation to change, Canadian companies must understand that they cannot continue to exploit workers in countries like Bangladesh with impunity.

In Canada, the SHF is a cofounder of the Canadian Network on Corporate Accountability (CNCA). Today, the CNCA is one of the main driving forces for the adoption of legislation that would prevent companies from getting away with abuse, including garment workers exploited by Canadian companies. In 2022, it launched the “Human Rights and Accountability are Non-Negotiable” campaign, which showed how much Canada lags behind other nations. By having such a law in place, Canadian companies would be

mandated to proactively address issues of human rights and poverty wages in their supply chain.

As a way to help build pressure, last November, USW, jointly with the Canadian Labour Congress (CLC) filed a complaint with the Canadian Ombudsperson for Responsible Enterprise (CORE) against retailer Mark’s and its parent company, the

Canadian Tire Corporation. At the centre of this complaint is the accusation that the company is not ensuring that workers in its supplier factories in Bangladesh are paid living wages. The complaint is still being assessed.

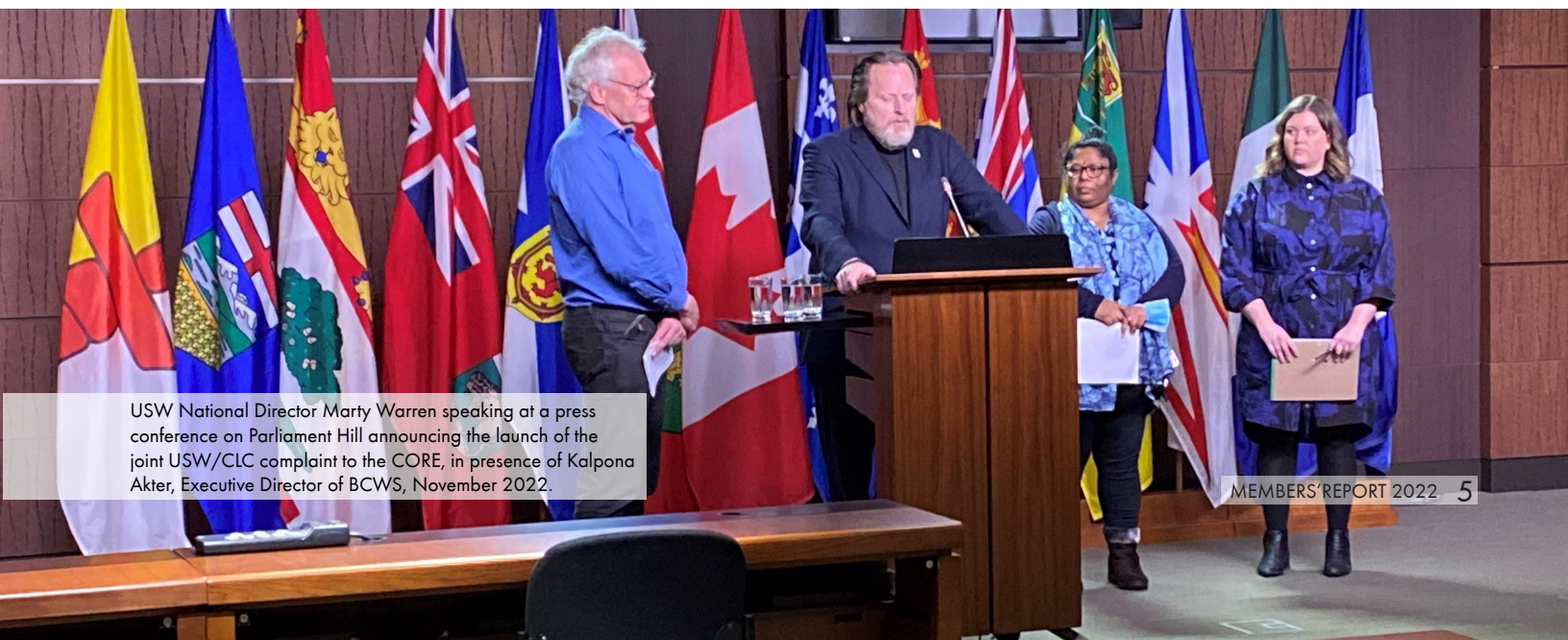
Human Rights & Accountability

NON-NEGOTIABLE

A people and planet first approach to business

The fight for corporate accountability is ongoing and taking place on many fronts. Whether it’s by strengthening grassroots organizations like BCWS in Bangladesh, holding Canadian companies to account, or organizing joint advocacy efforts in networks such as the CNCA, the movement to end the shameful and long-standing violation of workers’ human rights is here to stay.

To learn more about the CNCA campaign, visit non-negotiable.ca



USW National Director Marty Warren speaking at a press conference on Parliament Hill announcing the launch of the joint USW/CLC complaint to the CORE, in presence of Kalpona Akter, Executive Director of BCWS, November 2022.

MEXICO LABOUR SOLIDARITY PROJECT SUPPORTS ORGANIZING & CHALLENGES CORPORATE RACE TO THE BOTTOM

Labour activists across Mexico are raising awareness among their coworkers on their rights at work. In 2022, their efforts contributed to a series of union victories at companies including St. Gobain in Morelos, where nearly 2000 employees manufacture car windows, to VU on the US-Mexico border, where 300 workers assemble plastic automotive components. In another important case, the Mineros, a key ally of USW, won union recognition at Teksid in Coahuila, where a thousand workers forge components used by auto assembly plants.

Through a four-year grant from Employment and Social Development Canada, a steering committee made of USW, the CLC, CUPE, Centre international de solidarité ouvrière, and the PSAC have set up a project to support work by Mexican unions and workers organizations: the Comité Fronterizo de Obreras (Border Workers Committee) conducts trainings on gender equity and organizing among auto and garment workers; the Red de Mujeres Sindicalistas (Network of Union Women) produces radio broadcasts that have already reached hundreds of thousands, in addition to building local networks of worker-activists; the Frente Auténtico del Trabajo (Authentic Labour Front), another long-standing USW ally, runs a union training school on organizing and collective bargaining; last but not least, the Mineros union conducts in-person and virtual workshops, as well as a podcast featuring women union activists.

The work of these Mexican organizations requires great courage amid virulently anti-union employers and complicit local governments and company unions that make violent threats. In fall 2022, the Project's steering committee visited Mexico and met workers and organizers struggling to raise standards and improve livelihoods. From these encounters, we are working to bring down the divisions between our movements and build genuine cross-border solidarity.



Project meeting with organizers in Ciudad Acuna on US-Mexico border.

In each instance, the union defeated a company union favoured by the employer. For decades, Mexico's labour relations system permitted employers to sign "protection contracts" behind workers' backs to keep out real unions, suppress wages, and maintain "labour peace" by preventing strikes. Changes to Mexico's labour law in 2019 under a new national government, combined with enforcement mechanisms against abusive employers under the Canada-US-Mexico (CUSMA) trade agreement signed in 2020, created an opening for workers in Mexico to organize and win on a large scale.

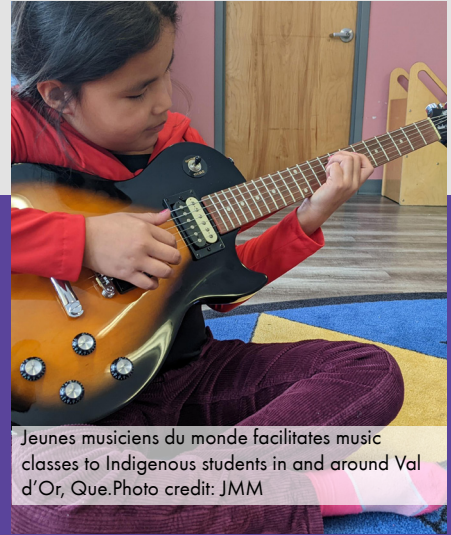


Project steering committee meets labour activists and workers in Torreon, Mexico.

FIGHTING POVERTY: DIFFERENT APPROACHES FOR DIFFERENT REALITIES



A meeting of women forestry workers organized by SHF partner the Gujarat Forest Produce Gatherers and Forest Workers' Union Sectors (GFPGFU), in the Indian state of Gujarat. Photo credit: BWI



Jeunes musiciens du monde facilitates music classes to Indigenous students in and around Val d'Or, Que. Photo credit: JMM

When it comes to fighting poverty, the Steelworkers Humanity Fund has been working with partners around the world that make change happen in very different contexts. In India or in Canada, approaches must be tailored to our diverse realities.

Based in Québec, Jeunes musiciens du monde (JMM, or Young Musicians of the World, in English) promotes the personal development of children and adolescents from at-risk backgrounds through free musical activities. Using music to address the psychological and social impacts of poverty and economic and social exclusion, it helps children and teens learn music while having fun. Working on the motivation and aspirations of the young participants, allows them to broaden their vision of what is possible.

A long-term SHF partner, JMM began working with Anishinaabe youths from the community of Kitchisakik in 2010. As time went by, they expanded the services they offer to nearby Val-d'Or, following the movement of elementary school children as they left the community to

continue their high school education in the city. Today, JMM's programs and activities, implemented in coordination with community partners, reach a total of 210 youth annually.

On a global scale, our Global Forestry Program has connected for over twenty years USW Wood Council locals with forestry workers worldwide through a partnership with the Building and Wood Workers International (BWI). Since 2016, India has been the country of focus, a country that faces serious challenges, including the existence of wide income inequalities, job insecurity and low social protection for workers.

The project supported by the SHF assists local union partners in the forestry sector in three Indian states, providing rights-awareness training to workers on issues, advocacy with state institutions and local governments, and facilitating their members'

enrollment in available government programs and linking workers with various benefits. In 2022, organizing efforts led to more than 6,000 workers joining unions.

Whether it is by supporting Indigenous youths in acquiring the keys to reach their full potential or strengthening union representation in marginalized communities in India, the Humanity Fund's approach always relies on its partners' knowledge to address the many root causes of poverty, and multiple strategies that empower workers and communities.

Steelworkers Miranda Hegan and Samantha Bonin (LU 1-405) and incoming SHF Executive Director Guillaume Charbonneau visiting SHF Global Forestry Program partners in the Indian state of Gujarat, October 2022.



EMERGENCY RELIEF

Each year, The Steelworkers Humanity Fund (SHF) allocates funds to support emergency relief efforts in response to natural and human-made disasters including earthquakes, floods, wars, hurricanes, drought, and wildfires. The primary objective of those funds is to provide rapid assistance such as food, shelter, healthcare and clean water, among other basic necessities to affected communities. Our contributions play a pivotal role in providing timely assistance, demonstrating solidarity in times of need, and promoting community resilience in the face of adversity.

In 2022, the SHF responded to the following national and international emergencies:



SHF partner OXFAM provides drought response in Somalia. Photo credit: Abdiaziz Adani, Oxfam



In the aftermath of Hurricane Fiona, the Steelworkers Humanity Fund provided emergency relief funds to various Channel-Port aux Basques local organizations, including the local Lion's Club (left) and the Gateway Status of Women Centre (right) in Newfoundland.



Ukraine March 2022

40,000\$ to humanitarian efforts in support of refugees fleeing the war in Ukraine. **20,000\$** was donated to the Canadian Red Cross to respond to humanitarian needs by providing immediate and ongoing relief efforts in Ukraine and surrounding countries. Another **20,000\$** was a contribution to an international appeal from the International Trade Union Confederation (ITUC) to support workers and families in Ukraine, as well as to trade unions in neighbouring countries as they provide food and water, medical supplies and hygiene items to refugees.

Horn of Africa June 2022

25,000\$ to humanitarian efforts to face the extreme hunger crisis affecting Ethiopia, Somalia, Kenya and South Sudan. The SHF donation went to OXFAM Canada to provide immediate aid, such as food and clean water, to reduce the risk of disease and improve sanitation.

Pakistan September 2022

15,000\$ to humanitarian efforts to face the unprecedented floods affecting Pakistan. The contribution went to Islamic Relief Canada to provide medical aid, food, clean water, hygiene items and emergency shelter through its emergency teams on the ground.

Hurricane Fiona October 2022

40,000\$ to provide emergency relief to victims of Hurricane Fiona in Atlantic Canada. **15,000\$** was contributed to the Canadian Red Cross to provide emergency assistance such as shelter, food, clothing and psychosocial support. **25,000\$** was donated to local organizations to address the surge in prices of staple food items affecting the most marginalized, due to supply chain disturbances felt in the aftermath of the storm.

SHF donation to Soup Kitchen in Sault Ste. Marie, Ont.



FOOD BANKS

\$242,250
121 food banks

In 2022, the Steelworkers Humanity Fund donated a total of \$242,250 to 121 food banks across Canada. Food banks play a crucial role in providing essential food supplies to individuals and families facing food insecurity. Those donations make a significant impact by supporting food banks to continue their important work in times of need.



SHF donation to the Mississauga Food Bank, Ont.

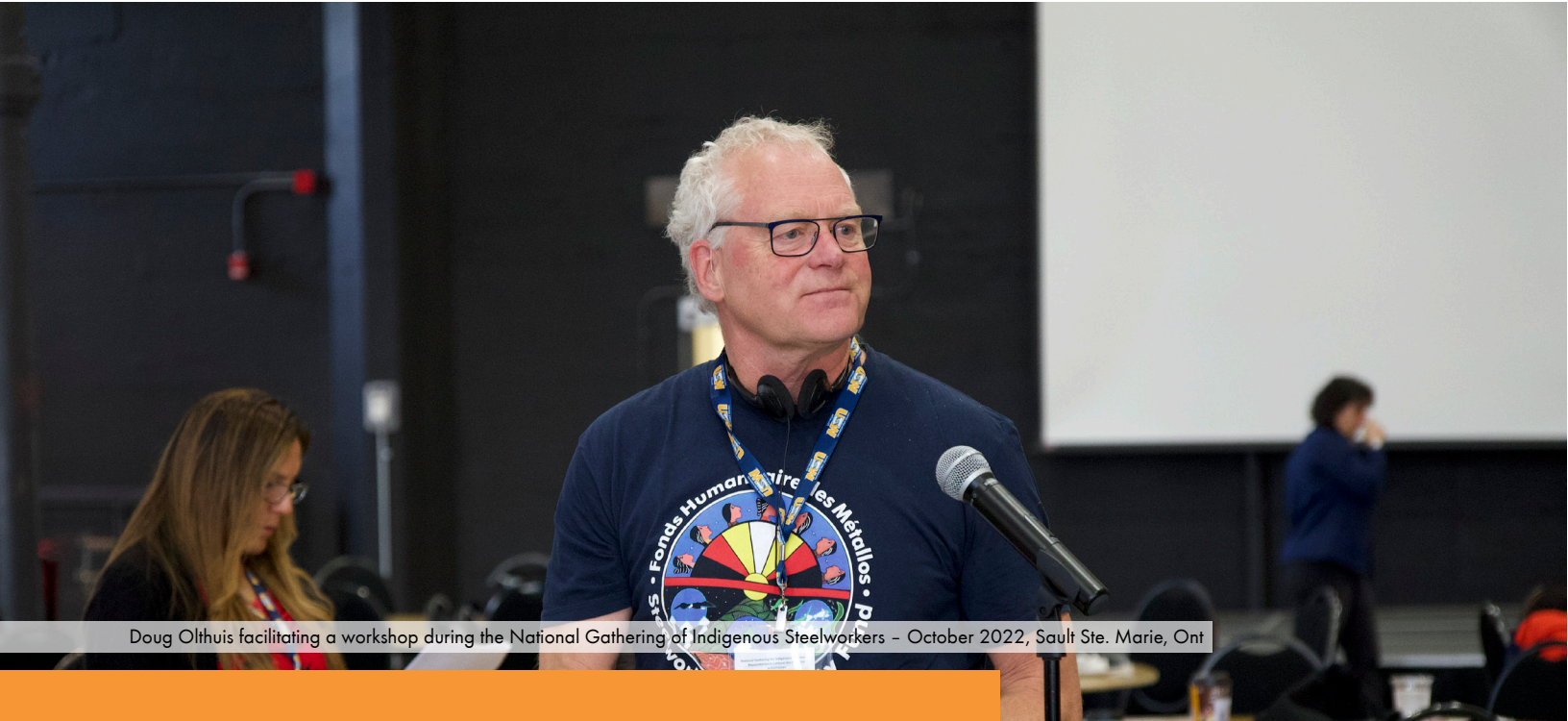
SMALL CONTRIBUTIONS, BIG IMPACT

Thank you to all our supporters! If you feel inspired by the Steelworkers Humanity Fund's work and are not a contributor yet, please approach your USW local union leadership, or contact us in order to receive model language to introduce in your collective agreement. Through a small hourly contribution, we can keep our international and Canadian solidarity work strong.

humanityfund@usw.ca



SHF donation to St. Vincent Place in Sault Ste. Marie, ON



Doug Olthuis facilitating a workshop during the National Gathering of Indigenous Steelworkers – October 2022, Sault Ste. Marie, Ont

A TRIBUTE TO DOUG OLTHUIS

The year of 2023 marked an end to 18 years of service for Doug Olthuis as Department Leader of the Global Affairs Department and Executive Director of the Steelworkers Humanity Fund. Doug was the third and the longest serving director of the Steelworkers Humanity Fund. His visionary leadership, strategic thinking, and unique expertise paved the way for successful international partnerships.

Beyond his professional expertise, Doug was a source of support, mentorship, and union solidarity. His willingness to share knowledge,

foster growth, and uplift colleagues created a positive and nurturing work environment in the union and the Humanity Fund.

Doug dedicated his life to making a profound difference in the world by leading international projects that aimed to protect and empower workers and uphold human rights across the globe. He was also a driving force behind initiatives that tackled poverty in Canada and worldwide.

Among many other things, he always showed an unwavering dedication to advancing the rights

of Indigenous communities and was one of the architects who brought the Steelworkers National Indigenous Committee to life, aligning its mission with the Humanity Fund's.

Doug was one of the catalysts behind the Canadian Network on Corporate Accountability CNCA, shaping its objectives, forging alliances, and driving meaningful change. And we cannot mention corporate accountability without talking about Doug's work to ensure that garment sector workers in Bangladesh are empowered and treated with dignity and respect.

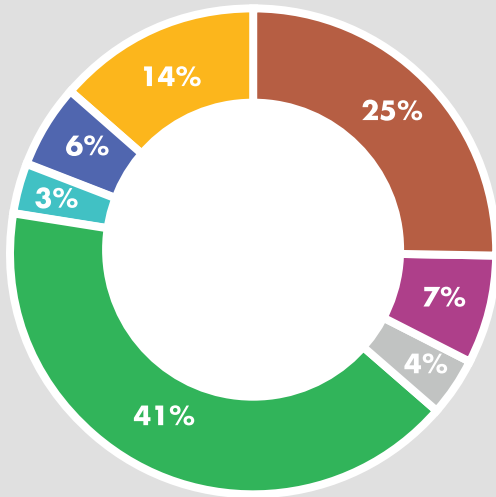
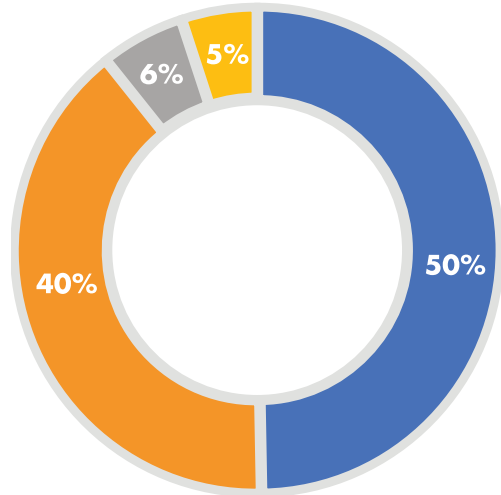
With heartfelt gratitude, we extend our best wishes for a fulfilling retirement. Thank you for your remarkable contributions. Your legacy will continue to inspire us for years to come.

WELCOMING GUILLAUME CHARBONNEAU

We are delighted to announce that Guillaume Charbonneau has taken on the role of Executive Director of Steelworkers Humanity Fund. Guillaume first joined the Fund in 2018 as a project officer. As a trilingual and dedicated promoter of social justice and human rights, he brings into his new role his extensive experience in project management, communications, public engagement, and education.

WHERE OUR MONEY COMES FROM

- Steelworkers Members Contributions
- ESDC grant for Mexico Labour Solidarity Project
- Corporate accountability program
- Local unions contributions (not through CBA)



WHERE OUR MONEY GOES

- Administration
- Project support and development
- Corporate accountability program
- Mexico Labour Solidarity Project
- Emergency relief
- Food banks and other charitable organizations
- Canadian and international projects

Steelworkers and Canadian Labour Congress leaders standing alongside garment workers' rights activists in Dhaka during a delegation to Bangladesh, July 2022.



CANADA



- Canada Without Poverty, **Canada** / Canada sans pauvreté, **Canada**
- CNCA - Canadian Network on Corporate Accountability / RCRCE - Réseau canadien pour la reddition de compte des entreprises, **Canada**
- Common Frontiers, **Canada**
- Community Food Centres **Canada** / Centres communautaires d'alimentation du **Canada**
- CDHAL - Comité pour les droits humains en Amérique latine, **Canada**
- Horizons of Friendship, **Canada** / Horizons d'amitié, **Canada**
- Jeunes musiciens du monde, **Canada**
- Maquila Solidarity Network, **Canada**
- Projet Accompagnement Solidarité Colombie (PASC), **Canada**



CENTRAL AMERICA



- CCDA - Comité campesino del Altiplano, **Guatemala**
- Comité fronterizo de obreras, **Mexico** / **Mexique**
- DESMI - Social and Economic Development for Indigenous **Mexicans**, Chiapas / Développement économique et social des autochtones **mexicains**, Chiapas
- EMIH - Equipo de Monitoreo Independiente de **Honduras**
- FAT - Authentic Workers Front, **Mexico** / Front authentique des travailleurs, **Mexique**

SOUTH AMERICA



- Corporación A...
- Corporación pe... Nacional Sindi...
- Fundación Arib...
- THANI, **Peru** / ...
- Vida Viva **Colo...** **Colombie**
- Women's Coop... Coordination d...

YOUR CONTRIBUTIONS AT WORK AROUND THE WORLD IN 2022

VOS CONTRIBUTIONS AU TRAVAIL DANS LE MONDE IN 2022

Legend / Légende

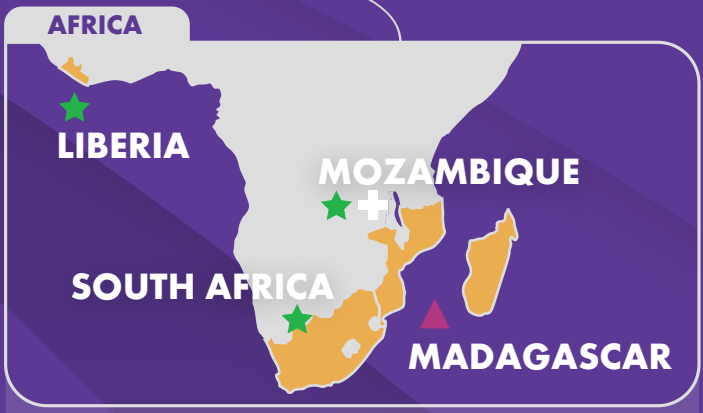
- x** Building women
- +** Sustainable dev
- ▲** Upholding labour



- BCWS - Bangladesh Centre for Worker Solidarity / Centre de solidarité ouvrière du Bangladesh
- Maharashtra Building, Construction, Forest and Wood Workers Union, India / Syndicat des travailleurs du bâtiment, de la construction, de la foresterie et du bois du Maharashtra, Inde
- OKKS - Orissa Kendupatra Karmachari Sangha, India / Inde



- Cereza, Colombia / Colombie
- Centro para la Educación Popular - Instituto Tecnológico (CEDINS), Colombia / Colombie
- Red de Mujeres, Colombia / Colombia
- Viva Vida, Pérou
- Viva Vida Network / Réseau Viva Vida
- Women's Coordination Association, Bolivia / Alliance de femmes, Bolivie



- Association for Legal Assistance to Communities (AAAJC), Mozambique
- Bench Marks Foundation, South Africa / Fondation Bench Marks, Afrique du Sud
- Camp for Peace, Liberia / Camp pour la paix, Libéria
- ILRIG - International Labour Research and Information Group, South Africa / Groupe international de recherche et d'information sur le travail, Afrique du Sud
- Sendika Kristianina Malagasy (SEKRIMA), Madagascar
- Syndicalisme et Vie des Sociétés (SVS), Madagascar

- Women's equality / Renforcer l'égalité des femmes
- Sustainable development and environment / Développement durable et environnement
- Workers' rights / Faire respecter les droits des travailleuses et travailleurs

- ★ Promoting human rights / Promouvoir les droits humains
- Emergency relief / Secours d'urgence
- Fighting poverty in Canada / Lutte contre la pauvreté au Canada



Doug Olthuis, the former SHF Executive Director, leads a workshop with our partner, Camp for Peace, during the 2022 SHF delegation to Liberia.

Members' Report





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