



# INSIGHT 2020

Volume 6, Issue 5

Local 2020 Newsletter

January 2005

## PRESIDENT'S REPORT

*Gary Quig*



**I**n 2004 we put 98 members through various training programs aimed at better serving the membership for a total of 349 training days. As I have said all along, training is key to representing the membership.

I will continue to allocate as much of our resources as possible to ensure that you, as members, are properly represented.

Included in this newsletter is a copy of the 2005 training schedule. If you are interested in becoming involved please speak with your Unit Chair or Staff Representative. We can only accept applications on their endorsement.

In addition you will find the 2005 general membership-meeting schedule. Note that **we have changed from the third to the second week of the month**. Please attend the meetings, it's only a couple of hours out of your life every second month, but what it does is generate conversations in the work place and the more we talk Union, the more the employer gets the message that we are strong, we are determined, and we are **not** going to settle for second best.

By attending the meetings you also become more informed on what your Union is doing in your community and the world. Did you know that Steelworkers Humanity donated \$150,000.00 to the Tsunami relief fund? Did you know that Local 2020 donated to the Christmas charities in Sudbury, North Bay, Parry Sound, New Liskeard, and Kirkland Lake? Come to the meetings. Tell your friends. It's not all about strikes and arbitrations. It's about working with and in the community.

This month, Newmont Canada, formerly Barrick Gold and Kirkland Lake Power both in Kirkland Lake will become members of Local 2020 officially making us the largest amalgamated local in North America. On January 25 & 26, Bob Gagnon, our Financial Secretary and myself attended an Amalgamated Local conference in Pittsburgh where, along with Gerry Loranger, we made a presentation on forming an amalgamate. The following morning I and two other Amalgamated Union Presidents facilitated a workshop on communications within the local. We fielded questions, and took suggestions from the floor. These ideas were recorded and forwarded to the International office for consideration.

On March 2<sup>nd</sup>, we will be meeting with newly merged members from the IWA (now Steelworkers) to get a better handle on how things work in their organization. They will then be welcomed to the NEOAC meeting scheduled for the next day.

One final word, it's winter and the roads are unpredictable. The cold weather sometimes makes us want to take shortcuts when cleaning windshields. Please don't, I want you all here to read the next Local 2020 Newsletter. Bob, Sheila, Carol, and Linda work hard to get it out and they'd also be disappointed if you weren't here to see it.

Wishing you all the best for 2005.

In Solidarity,  
Gary

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

**April 28th—Day of Mourning**

**Mourn for the Dead and fight for the Living**



**What a Year this has been . . .**  
**By Wayne Fraser**  
**Director District 6**

**T**he beginning of a new year

is the time when we look back at the last 12 months in the life of the Union and measure our progress.

From where I sit, 2004 was a challenging period of corporate restructuring, strikes to preserve and protect our collective agreements, and the start of another campaign to change Canadian law.

We won major strikes at the Iron Ore Company of Canada at Wabush Mines and at BF Goodrich where these employers were demanding major concessions and where they tried to introduce two tier wages, benefits, and in some cases, two tier pensions. These strikes sent a loud and clear message to employers across the Union that we will not submit to their agenda, and will only negotiate agreements that improve the quality of life of our members.

On the restructuring front, some battles have been won and some are still in process. But make no mistake, we will win. Companies are finally coming to the realization that they cannot make deals with purchasers or banks without us. We are out to protect our members and our retirees every step of the way.

We did that at Slater Steel, we did that at Ivaco, we did that in our dispute with Inco in 2003, and we will do that at Stelco and at others as well.

A cornerstone of the fight to protect jobs and pensions in the face of forced corporate restructuring is a lobbying campaign to change archaic federal laws governing bankruptcy and bankruptcy protection. Our lobbying team of Steelworkers from across Canada has already spent two weeks on Parliament Hill talking to MPs about supporting changes that will put workers and their interests ahead of faceless creditors and banks. The campaign is known as *Workers First* and you can find out more by going to the Steelworkers' website, [www.uswa.ca](http://www.uswa.ca).

As a union, we learned a great deal during the 12-year struggle to make Criminal Code changes un-

der the Westray Bill. With the support and commitment of the membership, we believe we can also be successful with *Workers First*.

Our Union was transformed in 2004 with some major additions to our membership. On September 1<sup>st</sup>, we completed a merger with the former Industrial Wood and Allied Workers (IWA Canada), a union with a strong proud history that added 55,000 members across Canada and now forms the Steelworkers' IWA Council.

In late November, Steelworkers won a representation vote and the Union was certified by the Canada Industrial Relations Board to represent 3,000 former members of the Brotherhood of Maintenance of Way Employees (BMWE) on CN Rail. That includes about 150 brothers and sisters in the Sudbury area who are now members of the Steelworkers' Local 2004.

Then in January, the Union announced that the International Executive Boards of the Steelworkers and the Paper, Allied Industrial, Chemical and Energy Workers International Union (PACE) voted unanimously to merge. If ratified at concurrent conventions in April, the merger will create the largest and most powerful industrial union in North America, with more than 850,000 active members in over 8,000 bargaining units in the United States, Canada and the Caribbean.

The newly-merged union will continue to be called in the short form as the United Steelworkers, but it will be the dominant union in North America in metals, paper and forestry products, tire and rubber, mining, glass, chemicals, energy and other basic resource industries. It also will have a very strong presence in equipment and machinery, stone, clay and concrete, other manufacturing, transportation, utilities and the service sector.

These are exciting and interesting times for the Steelworkers' Union. Local 2020 is an integral part of our activism on every front, with the membership providing the strength, the guts, and the solidarity - we need to do the right thing.

Thank you for all that you do to make our Union the very best that it can be.

**Work Safe - Play Safe**

**Staff Rep's Report**  
**By Jim Kmit**

**I** hope everyone had a great Christmas and wish everyone a wonderful New Year!

2005 will be busy to say the least. I have 17 agreements that come due this year, along with the regular day-to-day items, it promises to be hectic.

A lot of the agreements that have to be negotiated are in Timmins, Kirkland Lake and Parry Sound. If you call my office and I am not there, don't get upset. Leave a message and I will get back to you as soon as possible.

We have several arbitrations scheduled in January, February and March from Bristol, Omega and Lafarge. I will report on them later. We settled five discharges at Omega just prior to Christmas.

I would like to thank Gary Quig for his assistance in both of these cases and in our everyday working relationship. Gary is a great help to me and will be at my side in many sets of negotiations this year.

Once again, have a great 2005 and feel free to contact me for assistance.

**Falconbridge OCT Unit Report**

**By Myles Sullivan**

**F**alconbridge / Noranda to be sold? That is the question on many workers minds that belong to the Steelworkers OCT Falconbridge Unit. Employees are wondering what the future has in store for them. Questions are being asked such as: Will our employer be sold? To who? When? Will it affect my family and I? Will it affect any of my co-workers? Will it affect the community I live in? In fact, all employees that work at the various Falconbridge / Noranda operations have the same questions and concerns.

In order to best represent the membership, the Steelworkers Union has developed an aggressive action plan dealing with the sale of our employer. This action plan was developed and put together in Montreal on December 8, 2004 by all Steelworker union leaders representing Falconbridge / Noranda employees, as well as Wayne Fraser (District 6 Director), Michel Arseneault (District 5 Director), Ken Neumann (Canadian National Director), Jorge Gar-

cia - Orgales (USWA Research Department) and George Nakitsas (Assistant to National Director). Together, a detailed list of Steelworker principles regarding the sale of our employer was developed. An action plan was also agreed to and is now being executed one step at a time. These principles and the action plan apply to any potential buyer of Falconbridge/Noranda (including Min Metals). The plan is fully supported by all Steelworker locals as well as the District, National Level and International Level. In the coming months you will see more of the plan coming into effect and as this takes place I will communicate with you via email.

The issues that we face here in Sudbury are similar to the issues being faced by all other Falconbridge / Noranda locations. All locals are battling over contracting out, work force reduction, outsourcing, cost reduction, six sigma projects, etc. Arbitrations are a common occurrence and little is being done to improve Company and Union relations by management all over.

From April 11 to 15, the International Steelworkers Convention is being held in Las Vegas. I will be attending along with Linda Boyd (through Women of Steel) and other Local 2020 unit and executive representatives. It is at this convention that the merger with PACE is anticipated to take place. I will update the membership upon my return.

I would like to thank Joanne McNamara and Andy Maville for all the effort in the gate collections for the Tsunami relief fund. Thank you to all OCT who donated as well.

**Gerry Loranger, Staff Rep.**

**B**est of the New Year. All indications are that 2005 will be a very exciting year for Local 2020 as well as the United Steelworkers union as a whole.

Let me begin by welcoming the newest members to our union. Welcome to the employees at the Toronto-Dominion banks in the Sudbury area. Although the banking sector is new to the USWA in Sudbury, these workers add to the growing number of bank workers the USWA represents in our union. I am very confident that you will feel proud to belong to the Steelworkers union as our relationship grows with one another.

Finally I wish to report on my recent return from the 3<sup>rd</sup> International Amalgamation Conference in Pitts-

burgh. I return from the conference filled with tremendous pride as it was quite evident at the conference that Local 2020 was an amalgamation success story that others wanted to hear about. Delegates approached me to discuss in detail how Local 2020 works on many occasions. Although there are many other success stories throughout our union, Local 2020 should be very proud of its history as well as its way of providing service to its members.

These are exciting times for all of us and I continue to look forward to working with you and for you and appreciate your ongoing support.

***Steelworker Contributions***  
***By Dan O'Reilly – Area Co-coordinator***

**I**n the last couple of months the Steelworkers in Northern Ontario have stepped forward to make the lives of the less fortunate a little better. A cheque for \$22,000 was presented to the Samaritan Centre, including \$2,000 from Local 2020. This centre is being built behind the Ledo Hotel in downtown Sudbury, at a cost of approximately 2 million dollars. It will house among other things, the soup kitchen and a clinic for the homeless where they will be able to access medical treatment.

The humanity fund donated \$10,000 to the soup kitchens across the north to enable these places to continue their important work.

These are just a few of the many important causes Local 2020 members contribute to and deserve thanks for.

***Sudbury & District Labour Council Report (SDLC) By Bob Lesk***

**T**he fall saw a lot of activity on the Labour Council scene. We were glad to see an end to the Sudbury Hydro strike. A number of delegates strongly supported the picket lines along with a "Back to School" program and hosting a strike dinner. It was interesting to see which councilors supported the workers and those that did not. (Remember that at election time.)

Two bursaries of \$500.00 each were awarded to Cheryl Whynott and Lesisha Pisani. Both are in the Labour Studies Program. If any USWA members

have children interested in this 4 years course at Laurentian University, you are encouraged to apply. USWA gives \$1000.00 scholarship per year and the SDLC gives 2 - \$500.00 scholarships per year.

The SDLC sent 2 delegates to the NDP convention in Hamilton in November. The resurgence in party support was evident especially now that they have official party status. As well in November, a number of delegates attended "Keep Your Promises Campaign" in Toronto.

John Filo represented the SDLC executive board in January of this year at a special meeting regarding the sale of Noranda along with Rick Grylls of CAW598 and Rick Bartolucci MPP.

A "Day of Action" is planned February 3<sup>rd</sup> at Queen's Park and at Laurentian University to protest the rising cost of education. On the same day, there will be a march on the offices of Rick Bartolucci MPP and Diane Marleau MP. The rally will begin at 2:30 p.m. in the parking lot on Paris Street across from the Bell Park Amphitheatre. It will end at the Knights of Columbus Hall on Solidarity Lane where there will guest speakers. One of the speakers is John Closs who spoke at an emergency meeting regards rebuilding post secondary education in Toronto in October.

Three SDLC delegates received scholarships to attend CLC winter schools in February/ March. The SDLC will also be sending 2 delegates to the CLC convention in June of this year.

Want to be a delegate? There are 9 meetings per year. Want to see the other side of the labour scene in Sudbury, call Bob Lesk at 675-5178 (home) or at 525-3160 (work).



**Pay Yourself First**  
**Bob Gagnon,**  
**First Ontario Secondee**

**A**re you looking to maximize your RRSP contribution and minimize your taxes? How can you do both?

First Ontario Fund offers many ways to save on your taxes this year.

You can save up to \$1500 on your income taxes. Yes that's right, 30% of a maximum \$5000 investment with tax credits from both levels of governments.

You can enjoy a further RRSP tax deduction on the same amount if you have the RRSP room.

You can repay your Home Buyer's Plan and get a 30% tax credit on the same money. Yes, 30% of the \$5000 maximum.

You can use assets already in an RRSP to buy First Ontario Fund and get the 30% tax credit. The transfer is kept in an RRSP and doesn't use up your RRSP entitlement.

You can borrow up to \$5000 at prime rate to purchase shares in First Ontario Fund RRSP. This allows you to borrow the money you are getting back (52 to 73% - depending on your tax bracket) and defer your 1<sup>st</sup> payment for up to 120 days to allow you to file your taxes, get your refund and use it to pay down or pay off the loan as you wish to minimize the interest without a penalty. If you pay down your loan you will reduce your monthly loan payments accordingly beginning in June till February next year.

You can rollover your shares to receive another 30% tax credit if you are one of the investors who bought First Ontario Fund in 1997 or earlier.

You can start a First Ontario investment with as little as \$1000 for the Traditional Shares or \$2500 for the Growth Class of shares.

I have been investing since the very 1<sup>st</sup> year of the fund and this will be the tenth year. Back then I didn't think I had the money to do it. But I realized it was important and the smart thing to do. So I took the First Ontario Loan which looking back was one of the easiest things I have ever done. The Tax Credit of \$1500 plus the RRSP return paid for 70% of the \$5000 loan (max yearly investment). This was money I was giving away to the taxman. I have been keeping more of my money ever since. Keep your money in your pocket.

Over the next 8 years I will be able to generate another 30% Tax Credit for each of my previous investments without adding another dime! I'll explain. The government gives the Tax Credit because we lock in the investment for 8 years. When that anniversary arrives I just lock it in for another 8 years (this is called a "Rollover") and I get the Tax Credit all over again. Do the math. My out of pocket expense for each investment when I Rollover each of the next eight years will be ZERO, that's right Zero=\$5000 invested. I can Rollover again after that if I choose until I reach age 61. I hope you see that the earlier you start the bigger the Rollover benefit

gets. Don't delay another year.

These numbers depend on your tax bracket and your RRSP entitlement but you will see in the brochure that the Tax Credit is fixed at 30%. For lower income earners it is more valuable than an RRSP in actual dollars. For individuals that are maxed out on their RRSP's it is a great way to generate another 30% tax free. Unlike RRSP entitlement the Tax Credit cannot be deferred, you use it or lose it.

First Ontario's investments are made up of a good mix of established and early stage Ontario companies.

Visit [www.firstontariofund.com](http://www.firstontariofund.com) for a complete listing and interesting information.

You can reach me Bob Gagnon by leaving a message at **673-3976**.

## **Women of Steel**

*By Linda Boyd*

**G**reetings from your Local 2020 Women's Committee – Hope 2005 brings Health & Happiness to all of you. The last few months of 2004 found the Women of Steel busy as usual! We organized, participated and were involved in many events throughout the Fall.

### Contacts

We are still trying to make contact with Women from all Local 2020 Units and every workplace. We are continually adding to our list of contact people. We have renewed our periodic Women of Steel update. If you are interested in receiving an update and info about the Women's Committee activities and events, please contact myself ([linda\\_boyd@sympatico.ca](mailto:linda_boyd@sympatico.ca)) with your e-mail address and we will keep you posted!

If you would like to be a *really big help* to the Women's Committee, you could compile a list of all of the Women in your work place (including e-mail addresses) and send it to me to add to our list.

### November General Meeting & Guest Speaker

On November 18th we hosted another Women's "General Meeting" at the Steel Hall in Sudbury.

We were delighted to have guest speaker Tannys Laughren – Chairperson of the Sudbury Chapter of LEAF. Tannys spoke about LEAF (the Women's Legal Education and Action Fund) and the work they do. LEAF is a National non-profit organization that was established in 1985 to ensure women's rights and freedoms are upheld in courts, Human Rights Com-

missions and government agencies. They also serve to educate the public about Women's Rights. The main fund raising event of the Sudbury Chapter is the annual Person's Day Breakfast which is held each October to celebrate the declaration by the British Privy Council on October 18<sup>th</sup> 1929, that proclaimed Canadian women are "Persons" in the full sense of the word.

Although there was a small turn out, all of those in attendance agreed that Tannys gave an excellent presentation that was both interesting and very educational. As usual, we ended the meeting with refreshments, prizes and a chance to socialize and meet members from other Local 2020 work places.

The next Women of Steel General Meeting is scheduled February 22<sup>nd</sup>, read on for details.

**Singing Group**

On December 19<sup>th</sup> the Women of Steel Singers visited patients of the 9<sup>th</sup> floor at Laurentian Hospital in Sudbury to do some Christmas caroling and spread some Christmas cheer. It was a very pleasant afternoon and the patients and staff enjoyed the music and the visit.

Following the Christmas visit at the hospital, the singing group ended the year with a pot-luck dinner. Thanks to Barb Blasutti for hosting the event.

We are always looking for more voices for the singing group - if you are interested in singing with the Women of Steel please contact us.

**General Meeting & Guest Speaker – February 2005**

Our next Women's General Meeting will be held Tuesday, February 22<sup>nd</sup>, 2005 at 7:00PM at the Steel Hall and will feature Special Guest Speaker Nancy Hutchison (National Director of Health & Safety). Nancy will speak about the Women's Mining Health Study that USWA is initiating. I am sure it will be a very interesting and relevant topic. It is always a pleasure to have Nancy join us. Please make an effort to come out and try and coax some of the women from your workplace to join us.

**International Women's Day**

On March 8<sup>th</sup> people around the world celebrate the achievements and successes that have been attained in working toward equality for women. The history of International Women's Day goes back to March 8, 1857 in New York City, where a group of immigrant women garment workers marched to protest their horrible working conditions.

Approximately fifty years later, in March 1903, 15,000 women protested in New York to again de-

mand the rights their sisters before them had been denied: an end to child labour, safe working conditions, shorter working hours and better pay. "Bread and Roses" was their slogan. "Bread and Roses" continues to be a symbol for the women's movement: the bread of economic security and the roses of social justice.

In 2005 the struggle for equality continues for women around the world. Join us in solidarity by recognizing this important date in your workplace or community.

Watch for posters in your workplace for details of these and other upcoming events!

If you have any questions, comments or suggestions about Women of Steel, please feel free to contact myself or any of the Steering Committee Members:

- |                 |                       |
|-----------------|-----------------------|
| Linda Lafleur – | Recording Secretary   |
| Sandy Cameron - | Union Gas Sudbury     |
| Carol Fantin –  | Union Energy Sudbury- |
| Terri Nugent –  | SuperVent Parry Sound |

***Omega Direct Response***  
***By Judy Searson – Unit Chair***



MEGA is downsizing again!!! As of February 1, 2005 OMEGA will be downsized to less than 200 workers (and dropping). Is this the beginning of the end for this employer? It could be. They have been terminating phone reps for the past 3 weeks. We believe that this is an attempt to lessen the number of people that they will have to pay severance packages to.

Omega has been in operation since March 1999. At the height of their operation they employed approximately 1200 workers at two different sites. In the summer of 2002 they downsized to one site, with approximately 700 employees. It has been a downhill slide ever since.

There were two night shift Stewards appointed in November 2004, Wendy Johns and Jamie Saumier (keep your pens handy, you will be busy). As of January 25, when writing this article, 30 grievances have been submitted in 2005. At this rate we will far exceed the 193 written and submitted in 2004.



## Winter Driving– Safety Tips

By - Sherri Stuckless

**I**n the past weeks the Sudbury area has received some very cold temperatures & we have also had several snowstorms. When bad weather hits, most of us still have to venture out into these harsh weather conditions to get to work, get the kids to school etc.. Everyone wants to arrive at his or her destination safe & sound without incident. Here is some winter driving safety tips to help ensure that you arrive safely.

1. Always check weather conditions before heading out and if the weather is bad give yourself the extra time needed for travel. On long trips tell someone your itinerary and keep to the planned route.
2. It is a good idea to take a cell phone with you. It can be very valuable especially in an emergency.
3. Maintain at least a half tank of gas in your vehicle during the winter season as condensation may form causing potential freeze up of gas lines. (keep gas line antifreeze on hand)
4. Keep a bag of sand or cat litter in your vehicle. These will both help to give traction if you get stuck and also add weight to your vehicle.
5. Ensure all fluids are topped up and always have spare windshield wash.
6. Prepare a winter safety kit for your vehicle. Some items that should be included are as follows:
  - Blankets
  - Extra Clothing
  - Flashlight & Spare Batteries
  - First Aid Kit
  - Lightweight Shovel
  - Booster Cables
  - High Energy Snacks
  - Water
  - Sand or Cat Litter
  - Cell Phone
  - Flares
  - Candles & Matches

NOTE: A large coffee can is a great item to store some of these items in, and you could also use it to burn your candles if needed.
7. No matter how many safety features your

vehicle has, it's the tires that enable you to handle it in the snow and ice.

- All-season tires provide safe all-weather performance, but may not be suitable in heavy snow or cold temperatures.
- When temperatures drop below –10 C, the rubber compound in all-season tires may cause them to loose their grip as the tires harden in the cold.
- In deep snow, winter treads improve traction by allowing the tire to rid itself of snow as it rolls, giving it a clear bite on the road.
- As a general rule, to maintain control and stability of your vehicle you should install identical tires on all wheels. Avoid mixing tires with different tread patterns, internal construction, or size.
- Check pressure in tires regularly to maintain manufacturer's recommended pressure  
NOTE: Low pressure reduces gas mileage as well.

Winter driving demands extra caution. Always be ready for poor driving conditions and for the unsafe actions of other drivers. Be safe, plan your trips, and be prepared for emergencies.

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## *Reporting an Injury and Filing a Claim*

*By Bob Leduc*

**P**roper reporting allows the Workplace Safety & Insurance system to work smoother for both the injured worker and the employer. When a claim is filed with the proper information, a large percentage of them are paid without unreasonable delay. If an injury has not been reported properly the result is long investigations, denied claims and unnecessary appeals.

When a work related injury is not reported two things happen:

The worker loses the protection of the Workplace Safety & Insurance Act which may include initial entitlement to any loss of earnings and could also include further entitlement for recurrences of the injury, recognition for permanent impairment, possible rehabilitation services, health care benefits such as Chiropractic treatment, physiotherapy and other benefits and services provided under the Act.

...and secondly, the employer's responsibility for the injury goes unrecognized and nothing is done to improve the conditions that caused the injury. When in doubt file a claim, if you claim, the worst that can happen is a denial. If you fail to claim potential benefits could be lost and further injuries could result.

**Reporting an injury:**

No matter how trivial an injury appears to be, it should be reported to your employer and documented. If an injury is not reported immediately, it becomes difficult or even impossible to show later that it was work related. You should also seek medical treatment for all injuries (a minor injury could progress into something more serious).

Depending on your injury, visiting your employer's First Aid facilities may suffice for something minor but for a more serious injury you should receive proper health care, go see your doctor, and keep in mind "you have the right to choose the doctor".

**Filing a Claim:**

If there is a requirement for you to receive health care or if you are unable to earn full wages, your employer must report a work related injury to the Workplace Safety & Insurance Board (WSIB). There are various forms that require completion, and the most important thing to keep in mind is to review thoroughly what your employer has filled out on the Employer's Report of Injury (Form 7) before you sign it. When you sign the form you are actually initiating the claim, it does not mean that you agree with what your employer has put on the form. If you refuse to sign there are other forms that will require your signature in order to initiate the claim. In the next newsletter I will list, some of the various WSIB forms you will encounter with a brief explanation of each, and I will also touch on your obligations as an injured worker and the obligations of your employer.

***Battle the Cold— Excerpt from CCOHS website***

To stay safe and dry, workers must insulate themselves against air temperature, air movement (wind speed), and humidity (wetness). A key counter measure is layered clothing. Done right, it will regulate the amount of heat and perspiration generated and lost while on the job. If the work pace is too fast or if the clothing is not properly selected, excessive sweating may occur and the clothing next to the body will become wet. The moisture

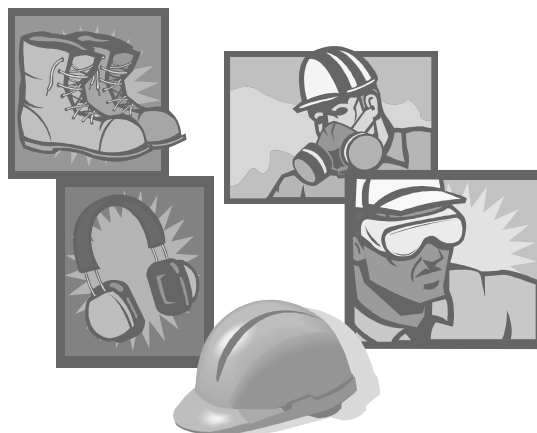
will dramatically drop the insulation value of the clothing and increase the risk for cold injuries.

- Dress in multiple layers of loose, dry, protective clothing.
- Ensure your hands, feet, face, head and eyes are covered.
- Keep moving.
- Take regular breaks from the cold in warm places.
- Eat properly and frequently to maintain body heat and prevent dehydration

***New Steelworkers for 2004***

<i>COMPANY</i>	<i>CITY</i>
• Lafarge Canada	Timmins
• Russel Metals	Kingston
• Onward Hardware	Waterloo
• Judson Security Comp. Ltd.	Charlottetown
• Ruff Clarkson Steel Ltd.	Brantford
• Shannahan's Investigations	St. John's
• Metro Toronto Condominium	Weston
• Sweatstop Sportswear Inc.	Scarborough
• Powerlasers Limited	Concord
• Worldwide Flight Services	Gloucester
• Canadian Maritime Agency	Arnold's Cove
• Parkwood Mennonite Home	Waterloo
• Oran Ind. Ltd. & Oran Glass	Toronto
• Strategic Communications	Toronto
• Ichiboshi LPC Ltd.	Caraquet
• 478729 Ontario Ltd.	Prescott
• Menard Roof Truss Inc.	St. Isidore
• Deniso Lebell	Scottsburn

***Wear Proper Personal Protection Equipment (PPE)***







**INSIGHT**

Official publication of the United Steelworkers of America, Local 2020

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Opinions expressed within *INSIGHT* are those of the authors and do not necessarily reflect the views of U.S.W.A. Local 2020.

**News & Views**

*INSIGHT*: invites **YOU** to share pictures, articles, amusing or human interest stories with our membership. Your support and participation will help us to make this newsletter a success. Send in your submissions anytime (they will be put on file and used in future issues).

*INSIGHT*: is published semi annually. Committee Chairs and regular contributors will be notified as to article submission deadlines. Submissions should be made in \*.doc (MS-Word) format and sent via e-mail to local2020uswa@hotmail.com or on diskette to the attention of Bob Leduc at the Steel Hall.

Yours in Solidarity, the staff of *INSIGHT*  
*Bob Leduc, Carol Fantin, Linda Lafleur, & Sheila Patterson*

*Keeping in Touch*

In order to send you the Local 2020 Newsletter, Bulletins, memos etc., we are requesting that you send in the following information:

- Your Email address
- Mailing address with Postal Code
- Phone number
- Work company and location
- Your change of address if it applies

You can Email this information to:  
local 2020uswa@hotmail.com or by Fax to (705) 675-1039

**Scheduled Membership Meetings February 2005-June 2005**

Tues., Feb. 8 <sup>th</sup>	7:00 p.m.	Steelworkers Hall
Wed. Feb. 9 <sup>th</sup>	1:00 p.m.	Steelworkers Hall
Wed. Feb. 9 <sup>th</sup>	7:00 p.m.	Sibbett Center
Thurs. Feb. 10 <sup>th</sup>	7:00 p.m.	Parry Sound Library
Tues. April 12 <sup>th</sup>	7:00 p.m.	Steelworkers Hall
Wed. April 13 <sup>st</sup>	1:00 p.m.	Steelworkers Hall
Wed. April 13 <sup>th</sup>	7:00 p.m.	Sibbett Center
Thurs. April 14 <sup>th</sup>	5:00 p.m.	Parry Sound Library
Tues. June 14 <sup>th</sup>	7:00 p.m.	Steelworkers Hall
Wed. June 15 <sup>th</sup>	1:00 p.m.	Steelworkers Hall
Wed. June 15 <sup>th</sup>	7:00 p.m.	Sibbett Center
Thurs. June 16 <sup>th</sup>	5:00 p.m.	Parry Sound Library

**Rule of Thumb**

**Meeting schedule starts every 2<sup>nd</sup> Tuesday of every 2<sup>nd</sup> month**