



INSIGHT 2020

Volume 4, Issue 2

Local 2020 Newsletter

June 2003

PRESIDENT'S REPORT

Gary Quig, President



I would first like to take the opportunity to thank all those members who took the time to vote in the April elections. Whether you voted for me or not is not the issue,

what is important is that you took the time to exercise your constitutional right and it is for that reason that I thank you.

This Union's strength is built on the involvement of its' membership and a strong voter turnout sends a powerful message to companies that we are active, engaged, and will not be pushed around.

During my campaign I talked a lot about education of the membership for I truly believe that only through education do we acquire the power to control our destiny. Since April, we have put on 3 courses, 1 on Facing Management, 1 Officers Training course, and 1 Leadership Development week - long seminar. In addition we are sending one of our members out of town on a WSIB course in August, and in September, I plan to hold a day long meeting of Unit Chairs in order to identify specific training needs within their units so that we can effectively plan next year's program.

It has been an interesting couple of months in my new office as I get to meet and talk to

members from the many different walks of life we represent and I look forward to meeting more of you as time passes. Please free to drop in and introduce yourself if you are in the neighborhood.

Finally, let me leave you with this thought.

- Watch your thoughts: they become your words.
- Watch your words: they become your actions.
- Watch your actions: they become your character.
- Watch your character: **it becomes your destiny.**



VICE PRESIDENT'S REPORT

Tony Dwyer, Vice President

I would like to thank all who casted a ballot in my favour. I have been involved in the union for the last 15 years and have served in many positions such as Financial Secretary, JHSC, CO/Chair, Treasure of Local 2020 Steelworkers pension trustee, and Executive Board Member since the formation of USWA Local 2020. I have also worked at Brake Parts Canada Sudbury for 20 years.

I would like to thank Brain Hajdukewicz for his hard work and dedication during his term as President and like to congratulate

Gary Quig as the new president.

I am looking forward to the challenges in this position, working with the USWA Local 2020 Executive Board and Members of USWA Local 2020.



MESSAGE FROM WAYNE FRASER

Director, District 6



I want to take the opportunity to wish all members and their families a wonderful summer. Please remember to stay safe and drive carefully.



WOMEN OF STEEL

Linda Boyd

As usual, the Local 2020 Women's Committee had been busy! We organized, participated, and were involved in many events during the last couple of months.

International Women's Day

On March 8th, the Women of Steel participated in the NEOAC Women's Committee Pancake Breakfast that was held in honour of International Women's Day, at the Steel Hall in Sudbury. The money raised was donated to Foyer Notre Dame House to help house homeless girls aged 16-18. A special thanks goes out to Gary Quig and the Men of Steel who cooked and served breakfast and of course to Lucy Toner for all of her help.

Day of Mourning

On April 28th, the Women of Steel Singing Group participated in the Workers Day of Mourning, which took place at Tom Davies Square. This National Day of Mourning is held annually to recognize workers killed or injured on the job as well as those who suffer from Occupational illnesses.

Sadly, every year in Canada, we continue to see over 300 workers killed on the job. Even more alarming, ten times that number die as a result of occupational illness and thousands more are injured. It is important that we have an official day to recognize and remember workers killed, injured and those suffering from occupational diseases – it reminds us that not only must we continue to work safely, we must also continue to fight to improve working conditions.

Projects

Local 2020 Women of Steel are currently involved with the Sudbury District Labour Council in the planning and organizing of this year's Labour Day Parade and Picnic. As usual, the Parade will begin downtown at Memorial Park at 10 am. All workers and their families are welcome to march with their affiliate Union in the parade.

Following the parade there will be a picnic at Mine Mill Camp featuring food, music, games and fun for the whole family. This event is being sponsored by the Labour Council and all affiliate Unions. We hope that you can join us on Labour Day – it's shaping up to be a great day.

General Meeting

On May 29th, we held another of our "General Meetings" where we invite all Local 2020 Women. A special guest at the meeting was Marlene Gow from USWA National office who spoke about "Brand

Name Sweat Shops” which was very informative. Although it was a small crowd, the members who attended the meeting were enthusiastic participants and had a lot of good ideas and suggestions.

The next Women’s General Meeting will be in the fall and will probably focus on Safety & Health issues. I’ll keep you posted!

Contact List

We are always trying to expand on our list of contacts. Ideally we would like to have contact with at least one woman from each Unit – someone we could e-mail or call to pass on info about upcoming Women of Steel events. We usually send out an update by e-mail every month or two. If you would consider being a contact for your workplace, please e-mail me at: linda_boyd@sympatico.ca. (if you don’t have e-mail contact me through the 2020 office)

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

- | | |
|---------------|-------------------------|
| Linda Boyd | Chairperson |
| Linda Lafleur | Recording Secretary |
| Sandy Cameron | Union Gas Sudbury |
| Carol Fantin | Union Energy Sudbury |
| Terri Nugent | SuperVent Parry Sound |
| Robby Steed | Crisis Centre North Bay |



NEOAC Report

NORTHEASTERN ONTARIO AREA COUNCIL
Gary Quig, Secretary Treasurer

The last North Eastern Ontario Area Council meeting was held in Timmins

on February 27th and 28th, 2003.

Among other topics for discussion was a lengthy debate on the state of the Union especially in the area of worker education. At the conclusion a motion was passed to strike a committee to investigate ways to better provide the services we need in the locals. This committee is to report back to the next meeting with recommendations.

Sandy Cameron presented a report from the Women’s committee outlining two fund raising events, a Pancake Breakfast to raise money for a local women’s shelter, and their second annual “Spring Thing”, proceeds to go to women’s shelters in North Bay and Parry Sound. In addition, Sandi reported that Terri Nugent has been very successful in her computer campaign and has been able to provide two families with fully operational computers. A third was being assembled at the time of the meeting and was to have been ready by the following week.

Under New Business; motions were passed to approve a budget of \$7745.00 by the Student Health & Safety Campaign to deliver a program of safety awareness and worker rights to high school students. To Donate \$2000.00 to the Building Hope Campaign, a community center project for natives displaced in the arctic. To donate \$500.00 to cover the cost of 100 tickets for the Women’s committee Pancake Breakfast. And finally, That NEOAC become a sponsor of the Workers Arts and Heritage Center at a cost of \$250.00

A complete copy of the minutes will be available at the next general membership



meeting in August.

UNIT 6600 OTP (INCO)

Gary Quig, Unit Chair Inco

As always when there is a labour dispute between companies and unions, tensions run high. Local 6500 is presently on strike in our community. With so many of our brothers and sisters on strike, this affects the entire community in a very negative way. I urge all members of Local 2020 as well as every person in this community to show support for the courageous members of Local 6500. These men and women on the picket lines are making a huge sacrifice for themselves, their families, and everyone in this community. For this, they deserve, our respect and undying gratitude.

We as members of Local 2020 unit 6600 have to approach this picket line of defense every day. I have been to the picket lines to talk to our members, as they wait their instructions for the day. The manner in which this unit has conducted themselves in these difficult times is highly commendable. It is an honor to be a member of this unit and an even greater one to say that I represent this group. You have acted in a style that would make your spouses, children and friends very proud. Hopefully this strike will come to an end very soon, and we can all get back to our daily lives.



AREA COORDINATOR'S REPORT

Dave Mellor, Area Coordinator

Negotiations Update:

Since the last edition of Insight 2020, the Union has been involved in successfully negotiating agreements of behalf

of our members with the following employers:

First Agreements have been negotiated at YWCA Genevra House and Sudbury Neutrino Observatory.

Contract renewals have been negotiated at: Mike Doyle Dodge Chrysler Inc., Municipality of Markstay Warren, Journal Printing, Bridges by Brother T's, Omega Direct Response, Master Brendan Industrial Services, Superior Sawmill Services, Salvation Army Addictions and Rehabilitation Centre, Noront Steel, Schauenburg Industries, and Sudbury Family Service.

Negotiations will take place from now until the end of the year with the following employers: Laurentian University Security, Rahnmet Inc., Union Gas, Nordal Construction, Quality Inn and Conference Centre, Bridges By Brother T's, Unicco Services, Rocvent Inc., Bristol Machine Works, Alexander Centre Industries, Walden Welding, Talevi Welding, and Dan Courville Chevrolet Oldsmobile. In addition, first contract negotiations are still underway with Northern Logistics Trucking.

To the Brothers and Sisters in the various Units who participated in negotiations, thank you for the tremendous work. All contracts were achieved without having to take strike action.

To those who will be involved in the upcoming negotiations, thank you in advance for your willingness to represent your fellow workers and Local 2020 at the bargaining table.



would be remiss if I didn't use this publication to personally thank the Executive of Local 2020, both previous and current, and my colleagues Kim Komarechka, Gerry Loranger, Jim Kmit, and Dan O'Reilly for their friendship, assistance and kindness during my absence. A special thanks to my friends at the Sudbury Legal Clinic, Occupational Health Clinic for Ontario Workers, Gary Quig, and the Northeastern Ontario Area Council.

Remember ~ Actions speak louder than words.



SCHAUENBURG INDUSTRIES,
NORTH BAY

Brian Dowdall, Unit Chair, Unit 08

We recently ratified a new contract at Schauenburg Ind., North Bay. Schauenburg manufactures flexible and rigid (fiberglass) ventilation ducting for mining and industrial applications as well as related products including fan silencers, air scrubbers, air flow monitors etc. We also make tarps, dog training tunnels, and other specialty items.

Terms of agreement give our nine members a wage increase of roughly 7% over 3 years, along with cash payments of \$200.00 at signing and \$100.00 at the beginning of the second and third year of contract. Gains were also made to vision care and life insurance. After attempts in five bargaining sessions, over more than 15 years, we were finally able to eliminate the outdated and badly flawed bonus system at the plant. This "bonus" will be converted to a .48¢ per hour wage increase in the third year of the agreement.

Thank you to my bargaining team partner

Marc Boissanneault and staff representative Gerry Loranger.

In Solidarity



ELECTION REPORT

Bob Gagnon, Chief Teller



The L2020 elections were held on April 24 and 25th, 2003. Most unit positions were voted internally. I will report on elections that were held by our tellers on those specific days.

The president race had four candidates: Mr. Bielanski, Mr. Kavanagh, Mr. Racine and Mr. Quig. Gary Quig won the count with over 66% of the ballots cast.

At BPI the election for Executive position had three candidates: Mr. Cote, Mr. Dwyer and Mr. Guenette. Mr. Tony Dwyer won the count with over 64% of the ballots cast.

In Parry Sound, the election for 2020 Executive position was between Mr. Appleby and Strickler. It was won by John Strickler with 77% of the ballots cast.

The 2020 Executive Board had their internal elections for positions on May 23rd, 2003.

Gary Quig	President		
Tony Dwyer	Vice-president	BPI	Nominated-Elected
Roger Morin	Recording Sec.	Gas Unit	Nominated-Acclaimed
Bob Gagnon	Financial Sec.	Unit 6600	Nominated-Acclaimed
Bob Boutin	Treasurer	Unit 7282	Nominated-Acclaimed
Myles Sullivan	Trustee	Unit 6855	Nominated-Acclaimed
John Strickler	Trustee	Parry Sound	Nominated-Acc.
Wanda Crites	Trustee	Omega	Nominated-Acclaimed
Brian Dowdall	Guide	North Bay	Nominated-Acclaimed
Josceline Neville	Guard	Guards Unit	Nominated-Acclaimed

This is your 2020 Executive.

Other unit elections run at the same time.

BPI Unit chair position had 3 candidates, Mr. Guenette, Mr. Initski, and Mr. Lawrence. Mr. Terry Lawrence won with 65% of the ballots cast.

Omega Recording secretary position had 2 candidates, Ms. Dickerson and Mr. Kavanagh. Ms. Linda Dickerson won with 59% of the ballots cast.

Omega Unit Chair position had 5 candidates, Ms. Crites and Ms. Routledge and Mr. Kavanagh, Mr. Racine, and Mr. Thibeault. Ms. Wanda Crites won with 30% of the ballots cast.

Omega Chief Steward election was run on May 14th due to a bargaining committee misunderstanding and a clerical error. The points were clarified and the election held. The 3 candidates were Mr. Coles, Mr. Racine, and Mr. Morrison. Jeff Morrison won with 54% of the ballots cast.

The election committee ran 10 poles of which 9 were roving poles that attended multiple locations. There was one complaint on Election Day from Omega about activity from the previous day.

Witnesses were phoned and questioned. The teller in question was approached personally immediately after and the investigation found there was no contravention of the election policy. "Any person can campaign for another individual up to and including the day prior to the vote". A personal contact however was made with both tellers of that pole to stress the impartiality of the vote on Election Day and both agreed that was and had been the case.

The week following another complaint was received in the same unit particularly about the results of the election. There were 4 reasons given.

The first refers to the fact that the winner is away on Union business for extended periods of time. That is not a valid complaint. A member cannot be denied the right to hold elected office because of their union activities. That is the same logic that allows a member who doesn't work at Omega but still has a grievance outstanding about his status to run. The unit however always has representation because the unit chair and 2020 executive board appoints a temporary unit chair for all absences. At the present time that person is Judy Searson.

The next refers to the candidate choosing the tellers. In fact, they were chosen by the election chairs. We use activists as tellers and it is undoubtedly impossible to find active members that would be 100% impartial to any candidate. They must follow procedure on election day.

The third mentions a ballot cast ahead of time which is allowed under certain conditions. Those conditions were met. No other member was denied the same privilege. No one else asked. In that same statement reference was made to a proxy vote. A ballot was cast when an individual other than the voter called and during the course of conversation reminded us to cast the ballots for another individual who was away on Union business with her. That individual had requested to vote when in the office 3 or 4 weeks prior to the vote. At that time we apologized that the ballots were not ready and that if she called on election day one of the chief tellers we would cast her vote. We fully expected her call and may have assumed too much when the other individual made the request. The chief tellers made the mistake and assume the responsibility for not confirming the vote with the actual voter. The vote was

adjusted down by one for all three candidates and does not impact any of the results.

The final contention is that signs indicating where the vote was taking place were not posted. We checked with members and management as to the location of signs. Both confirmed that signs were indeed posted. I must add that 187 members voted at Omega with another 6 at the Hall. That is much higher than the subsequent vote held for Chief Steward on May 14th that had a 24 X 30 inch poster on the main floor to advertise the vote.

The complaint as to the overall validity of the vote is therefore dismissed and the adjusted results will stand.

A third complaint was filed about a member's vote being cast without her knowledge. This was the same allegation that was referred to in part three of the previous complaint.

The complaint was investigated and the ballots were adjusted accordingly. In conclusion this change did not impact the final results of the election.

As Chief tellers Brian Hajdukiewicz and Bob Gagnon, we are asking that you accept this election report as read. The membership voted overwhelmingly to accept the report and the election results were con-



firmed.

Remember to always wear sunblock and drink a lot of fluids...and a hat is not a bad idea!



PAY YOURSELF FIRST

Bob Gagnon, First Ontario Secondee

Are you looking to maximize your RRSP contribution and minimize your taxes? How can you do both?

In 2002 First Ontario conducted two polls. It sampled its shareholders to find out what was important to them. The results were encouraging. "After the tax credit" reports First Ontario president Ken Delaney, the most important reason people bought our shares was our efforts in creating and saving jobs." First Ontario looked at the companies where it had invested money. It found out that worker savings had played an important role.

Among the key 13 firms surveyed, employment had increased by 46% since First Ontario first invested and most reported that First Ontario money was fundamental to their success. The polling also showed that First Ontario shareholders supported the Fund's concern about the social impacts of its investments. First Ontario uses an economic impact audit of all potential investments which includes potential contribution to the economy, job creation, safety & environmental record as well as good employment practices. Finally First Ontario research also showed that its companies contribute significantly to the economy and paid \$11 million in taxes.

It's important for us to prepare a nest egg for our retirement years. Many of us wait

too long or just don't believe we can afford it. Do yourself a big favour this year and investigate your options. A First Ontario loan "at prime" can help you invest and you can defer your first payment till June and let your tax refund repay a significant portion of that loan. It's that easy.

You can feel good about the fact that we invest only in good companies in Ontario, creating jobs in Ontario and supporting the economy in Ontario that benefits all of us in

a very real way.

Anyone can participate in the Fund (spouse, friends, neighbours). I am always expanding my mailing list for the new RRSP season, please call and leave your message with phone number at **673-3976**.

The best feeling is when you fill out your tax return and you realize that your refund will pay for 50-75% of your new investment. That's taxes you already paid that



CHARITY GOLF TOURNAMENT



The fourth Local 2020 Annual Charity Golf Tournament will be held on Saturday, August 23, 2003

Special thanks to co-convenors Bob Gagnon, Gerry Dionne, Kim Komarechka, and Gary Quig for their efforts in organizing this Fun For Charity Event. Proceeds will be donated to the Sudbury Palliative Care Association.

At last year's event we raised \$1800.00 for the Sudbury Palliative Care Association, a \$300.00 increase over the 2001 tournament

SCHEDULED UNION MEMBERSHIP MEETINGS FOR THE REMAINDER OF 2003

August 19	Tuesday	7:00 p.m.	Steelworkers Hall, Sudbury
August 20	Wednesday	1:00 p.m.	Steelworkers Hall, Sudbury
August 20	Wednesday	7:00 p.m.	Sibbitt Bldg.-North Bay
August 21	Thursday	5:00 p.m.	Library - Parry Sound
October 21	Tuesday	7:00 p.m.	Steelworkers Hall, Sudbury
October 22	Wednesday	1:00 p.m.	Steelworkers Hall, Sudbury
October 22	Wednesday	7:00 p.m.	Sibbitt Bldg.-North Bay
October 23	Thursday	5:00 p.m.	Library - Parry Sound
December 9	Tuesday	7:00 p.m.	Steelworkers Hall, Sudbury
December 10	Wednesday	1:00 p.m.	Steelworkers Hall, Sudbury
December 10	Wednesday	7:00 p.m.	Sibbitt Bldg.-North Bay



INSIGHT

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United Steelworkers of
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Tony Dwyer
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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

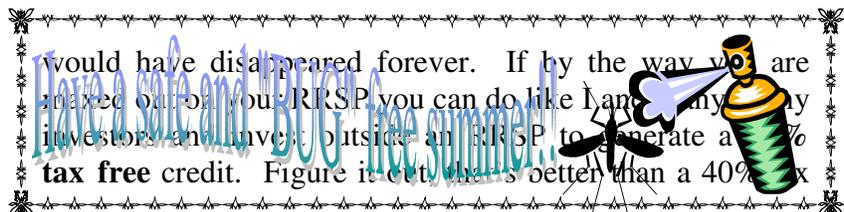
Keeping in Touch

In order to send 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.

You can Email this information to:

local 2020uswa@hotmail.com



would have disappeared forever. If by the way you are
maxed out on your RRSP you can do like I am and any
investor can invest outside an RRSP to generate a %
tax free credit. Figure it out. It's better than a 40% tax