



INSIGHT 2020

Volume 6, Issue 4

Local 2020 Newsletter

September 2004

PRESIDENT'S REPORT

Gary Quig, President



Let me begin with a reminder that it might still seem like summer, it won't be long before we are scraping windshields and dealing with icy roads. Please take the extra time to ensure that you are aware of the changing conditions.

This summer saw the successful merger of Steel and the IWA (Industrial Wood & Allied Workers) bringing 50 000 new members into our Union. Of those new members, 12 000 of these are in District 6 swelling our numbers to over 95 000.

We have held a number of very successful training seminars so far this year including a Level 1 and 2 Stewards' school, a course on the basics of the arbitration process, a leadership development course, and a Women of Steel seminar with over 75 members being trained in various ways to serve the membership.

As I write this, we have 12 members attending a Level 2 Leadership course at Yesterday's Resort on the French River. I am collecting names for the fall Stewards' Level 1 and 2 sessions. If you think you would like to join our increasing company of activists, please contact your Unit Chair as there are a few seats left in both of these courses.

On September 15th, I traveled to New Liskeard to meet with the 96 members of our newest unit at Wabi Iron and Steel at their monthly meeting. Mike Daoust, the unit Chair has attended the last two 2020 executive meetings, and I look forward to getting to know his membership.

Plans are underway for this year's activist banquet

with a confirmed date of November 13th. **Let me take this time to remind all Unit Chairs to send an updated stewards' and Safety & Health list so no one is missed.**

Finally, a word in support of the Sudbury Hydro workers who have been on strike this summer for your children's benefits. More and more we are seeing companies coming after benefits that were negotiated years ago and which we gave up raises to get. It happened in Sudbury last year at INCO and resulted in a four month long strike. Local 2020 recently teamed up with Local 6500 and raised nearly \$5000.00 in support. If you are passing their picket lines show your support by either honking your horn or better yet, stop and visit for a while.

In Solidarity,

STEEL AND WOOD – TOGETHER IN ONE-UNION

By Wayne Fraser Director, District 6



As of September 1, the face of the USWA in Canada has evolved once again. On that date, we welcomed 55 000 new members, the result of a merger ratified by members of the former Industrial Wood and Allied Workers (IWA Canada).

These new members, the majority of whom are loggers and sawmill workers, are now identified as the Steelworkers IWA Council. As such, they held their first conference as Steelworkers recently in Vancouver.

The merger is a historic blending of two of Canada's most well known industrial unions, with a common history rooted in the organizing drives of the '30's and '40's. Like the USWA, the IWA has become more diverse over the last two decades,

representing more women and more workers in different economic sectors.

The merger has also created the largest industrial union in Canada, with our numbers now standing at more than 250 000. That fact alone will mean something to the non-union workers we hope to organize.

Also like the USWA, the IWA has its share of messy relationships with employers, notably the multinational forestry giant, Weyerhaeuser. Together with the US-based Paper, Allied-Industrial, Chemical and Energy Workers International Union (PACE), our union now has created a common front throughout North America with respect to Weyerhaeuser.

Combined, the Steelworkers IWA Council and PACE represent about 15 000 Weyerhaeuser employees in North America and we aim to organize more. Just as we have made it clear to employers like INCO and Falconbridge, the big multi-national forest companies are going to learn quickly that we are together in our fight for fairness and dignity for working people, our families and our communities. It is an exciting new era for the United Steelworkers, so stay tuned to your union.

Tips for the Diabetic Worker

- Sugar control is very important for a diabetic worker.
- Too high or too low sugar levels can put a worker at risk to injuries.
- Employers should be aware that diabetics benefit from having a controlled regular work environment. It is best to avoid extreme temperatures, long hours and shift work
- Diabetics are more prone to nerve damage and must be extra careful when doing work that involves repetitive wrist movement, and vibration.
- Due to diminished sensation in the feet, a long term diabetic should be extra careful about proper foot care and foot wear.

Compliments of OHCOW Inc. 523-2330

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?

There has been a lot of activity at First Ontario Fund since we issued our newsletter last February.

At the Fall 2003 convention, the Ontario Federation of Labour (OFL) passed a motion supporting more labour participation in the management of worker savings. The delegates said that we should strengthen the voice of labour in the investment community. The resolution captured the spirit and intent that led to the original launch of First Ontario Fund ten years ago, as follows: "True joint trusteeship of pension plans, ethical funds, and labour-sponsored funds can provide benefits for workers, including control and recognition of our collective power, the creating and maintaining of jobs and the environment." I had the privilege to participate in the debate on the floor and shared the numerous benefits of true labour funds such as First Ontario for working people.

On the investment front, there have been many changes to a number of the companies that First Ontario has put money into, such as:

- Nu-Gro shareholders (including First Ontario Fund), accepted an offer to purchase Nu-Gro from a company in the U.S. called United Industries Corporation. By accepting the offer, First Ontario sold its Nu-Gro shares for a hefty \$5.5 million! (\$3,030,000 purchase price)
- Sybron Dental Specialties Inc. announced that they had reached an agreement to purchase all outstanding shares of Innova Life Sciences Corporation. First Ontario recently sold its Innova shares for a healthy \$1.085 million. (\$450,000 purchase price)
- Computer Talk was recently awarded a contract with the Southwest Alabama Integrated Criminal Justice System (SAICS) to work in conjunction with Microsoft as a Speech Server partner to develop a speech-enabled law enforcement application that allows police officers to access driver's license, social security,

and license plate data over the phone via a direct voice query. This hands-free application enabled SAICS law enforcement officers to do their jobs in a much more efficient, safe, and secure manner.

- World Vintners developed a new brand of product, Argentia Ridge for a new distributor – Costco. After courting Costco for over a year, the company was recently advised that they have won the business to be the brand to be distributed for the Ontario Region with good prospects for a greater territory down the road. This success came after a four-month trial period during which the Argentia product outsold the current product by about 50%. This news is extremely encouraging and the management at World Vintners is very optimistic that there is a lot more business with Costco to come.

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. 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. 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 to 75% of your new investment. If by the way you are maxed out on your RRSP you can do like I and many of my investors and invest outside an RRSP to generate a **30% tax-free** credit. Figure it out, that's better than a 40% tax deferral!

First Ontario is unique because it uses workers like myself (licensed by the Ontario Securities Commission) to sell the Fund in addition to the usual brokers and Credit Unions. This allows the Fund to save on sales costs because we are not paid a commission. That's good for you and your investment.

WORK SAFE



This August saw another very successful Local 2020 Golf Tournament with all but one hole filled. The weather was great, the company fantastic, and again we were able to raise money for the Sudbury & District Palliative Care Association.

USWA LOCAL 2020 – Falconbridge OCT Unit

Myles Sullivan – OCT Unit Chair

On September 10th a meeting was held between our executive, the Mine Mill CAW executive, and three Sudbury Business Unit General Managers. The Mine Mill Business Unit (MMBU) has informed our union executive that costs are too high, and reserves are very low at existing operations. As you are aware, Lockerby is now closed, Fraser, and Craig are getting into tight supply for ore. Ore at existing mines is now more spread out, lower grade, harder to access, requires more development to access and is lower tonnage. To sum this up, we were informed that it now takes 7% more work to get 6% less metal. The Smelter informed the executive that since 1998 the Sudbury mines have produced 60% less nickel and 55% less copper. The other concerns communicated were that the cash costs are much higher than before due to the above listed reasons. The MMBU states the current cost to produce a pound of nickel is about \$4.00.

Having said this there are some bright spots. Health and Safety at the MMBU has been very good this year. Nickel Rim looks like a very good project with a long life, but is only expected to start production in 2009. Fraser Morgan is a good exploration project, but is not yet a "go". There is more drilling to be done here and the pre-feasibility of the project is now being worked on.

The Smelter and Falconbridge Technology Centre (FTC) are also facing some challenges we were informed, such as increased power costs and ore feed. The Smelter is working on keeping a good feed supply from Sudbury, Raglan, Montcalm, and possible custom feed. The FTC is working on many projects such as Nickel Rim, Fraser Morgan, Raglan Optimization, Montcalm and laterite ore deposits.

What does this mean to the Office, Clerical, Techni-

cal (OCT) workforce? This remains to be seen. We are down to just over 200 members since 1998. Due to technological change our workforce is more efficient and productive. We see contractors doing more of our work, staff doing more of our work and far less job postings. We are challenging these issues as four arbitrations are now scheduled between October 2004 and January 2005. Management refuses to deal with the grievances internally and prefers to advance to third party more and more over the last two years. There are ongoing problems with the job posting selection process, as there is a definite lack of weight on seniority and many inconsistencies. With all this our members remain dedicated and committed to the various jobs we do. The OCT members all strive to make Sudbury a viable, successful and profitable operation. We are doing our part and are open to change in order to keep Sudbury alive. As frustrating as it is these days, I ask that all OCT remain strong and unified with a constant mind on health and safety. The next few years will see a lot of change, but we have our contract to protect us in many ways. Therefore please support your Stewards, Health and Safety Reps and each other. Communication with each other and with your area union activists is also important so information can be exchanged. Any members interested in becoming a union steward, health and safety representative or an activist please contact me at 675-2461 ext 241.

In Solidarity

Staff Representative Local 2020

By Jim Kmit

Once again I appreciate being able to report on the important items happening in my areas for the Local 2020 newsletter.

Local 4354 Wabi Iron & Steel in New Liskeard has merged with Local 2020. Local 4354 has been in existence for some 55 years and although it was sad to see 4354 go, the members believe being part of 2020 is the right thing to do.

We have successfully negotiated a first agreement with Lafarge Canada in Timmins. These workers operate a paste and shotcrete plant at Kidd Creek in Timmins.

Shortly, we will begin negotiations with Canadian Liquid Air in Sudbury. We also have a new three-year collective agreement with N.I.M Disposals.

Some sad news from Dome Mine (Local 7580) in Timmins and Barrick Gold (Local 6409) in Kirkland Lake. Both of these gold mines have closed their underground operations and lay-offs have occurred at both plants.

2005 will be a busy year as more than 13 agreements come due for renewal. In addition, I have been assigned to negotiate the Occupational Health Clinics for Ontario Workers Inc. (OHCOW). There are five locations in Ontario—Toronto, Windsor, Hamilton, Sarnia, and Sudbury. This will begin shortly.

I wish everyone the best and if you require my services, call 675-2461, extension 224.

Hope everyone had a great summer.

In Solidarity..

To All Unit Chairs

You are invited to submit an article for our next newsletter which will be published in February 2005.

Just a short paragraph or two on what is happening in your unit would be appreciated. Please submit your article to the 2020 office. The next issue is in the spring of 2005.

If you have an e-mail address could you please submit them to our office at 92 Froad Road in Sudbury on the third floor. These addresses will be used to send out a reminder to "Submit Your Article".

Gerry Loranger Staff Representative

The year has been filled with many challenges. 2004 began with the news that Dave Mellor; Area Coordinator in Sudbury was retiring. Dave and I go back many years to our days together in Elliot Lake. Aside from considering Dave as being a close friend, I have found working with Dave all these years rewarding and indeed a privilege. I wish Dave the best of health and the longest of retirements.

However, with Dave's retirement came the need for the staff to be reassigned. That reassignment took place and I was responsible to negotiate 16 Local 2020 Collective Agreements which expire in 2004. Aside from two agreements that remain outstanding, all other sets of negotiations have been successfully concluded. I would like to thank the members of all my bargaining committees which proved to be an invaluable resource to make sure that the best possible agreements were reached in those negotiations.

I am encouraged to see the amount of training that members of Local 2020 have participated in so far this year. I commend the Local 2020 Executive Board for their commitment to making available to its members the quality training that is provided through the USWA Education Department. As an observer, I can see the results of the training when I attend meetings with management. The level of representation that members receive goes up a few notches after Local 2020 activists complete the training.

Keep up the good work and I always feel very privileged to work on your behalf.

SUDBURY & DISTRICT LABOUR COUNCIL REPORT

By Bob Lesk

Labour Day 2004 was a great success. It was our chance to reflect and celebrate the achievements of the Labour Movement within our community and across Canada. Over 300 people celebrated the theme "Stronger Together". Afterwards, everyone went to the CAWMine Mill 598 campgrounds for an afternoon of fun, food and reflection.

During the last few months the Council has hosted the Canadian Labour Congress (CLC) Ontario Region Summer Camp for children, ages 12 to 16. We supported the Ontario Health Collation and the United Way Campaign as well as both supporting and attending the Kyoto Conference

EVENTS

The United Way Breakfast will be held on Thursday, November 4, 2004 from 7:00 a.m. to 9:00 a.m. at the Steelworkers Hall on Frood Road.

Presentations were made on September 14, 2004 at the Ontario Health Care Watch Committee Meeting and on September 22, 2004 to the Ontario Manda-

tory Retirement Committee meeting in Sudbury.

Again, if you would like to get included in any events or are interested in participating as a delegate at the Sudbury District Labour Council meetings, contact Bob Lesk at 675-5128 (home) or 525-3100 (work).

WOMEN OF STEEL

By Linda Boyd

DAY OF MOURNING

On April 28th the Women of Steel Singing Group participated in the Day of Mourning Ceremony which was held at Tom Davies Square in Sudbury. This year marked the 20th Anniversary of April 28th being recognized nationally as the day to remember workers killed or injured on the job. This year's event was extra special as we sang "Day of Mourning" which was written by our very own Carol Fantin. We are looking to recruit more singers to our group. If you are interested contact any one of the member of the "Women of Steel Committee".

RELAY FOR LIFE

In June, the Women's Committee entered a team in the Relay for Life. This worthwhile event is a 12 hour overnight relay that raises money for Cancer treatment. Our team consisting of Terri Nugent, Linda Lafleur, Sandy Cameron, Riian Cameron, Bea Minogue, Lise Nagy, Sherry Way, Cindy Babcock, Jennifer Kelly, Barb Blasutti, Sandra Boyd and myself raised \$1,200.00 in pledges.

YOUTH CAMP

One of the most interesting and enjoyable projects we have been involved with recently was the Canadian Labour Congress (CLC) Youth Camp that was held at Falcona Camp in August. This camp was attended by 21 kids aged 12 to 16 years of age who are sons and daughters of union member from all parts of Ontario. The Women of Steel presented a workshop on the history of labour songs, music in the union and the role of music in the unions today. The kids were surprisingly enthusiastic and engaged and joined in with the singing and we even had them write and perform their own songs about current social justice issues. It was great to see that a new generation of "Union Activists" is on the way.

LABOUR DAY 2004

Our Women's Committee was involved in the plan-

ning and organizing of this year's Labour Day Parade and Picnic which is sponsored by the Sudbury District Labour Council. The Women of Steel once again entered a float and led the singing in the parade.

GENERAL MEETING

We are currently planning our next Local 2020 Women of Steel general meeting, tentatively near the end of October. We haven't confirmed a date yet so please watch for posters in your workplace for more details. These general meetings are an excellent opportunity to get out and meet your Women of Steel Steering Committee, hear a great guest speaker and meet and network with other women from various Local 2020 workplaces.

If you would like to get more active with the Women's Committee or if you have some ideas or suggestions on issues the Committee should be working on, please attend the fall general meeting (watch for a posting of dates and time) or contact any member of the steering committee.

- Linda Boyd Chairperson, Falconbridge
- Linda Lafleur Rec. Secretary, Union Gas, North Bay
- Sandy Cameron Union Gas, Sudbury
- Carol Fantin Union Energy, Sudbury
- Terri Nugent Super Vent, Parry Sound

LADDER SAFETY

By Sherri Stuckless, Worker Rep.

The time of year is approaching when we will all be taking out our ladders to clean out our rain gutters to get rid of those pesky leaves and before we know it, it will be time to hang those Christmas lights again. These tasks are something we do every year and hopefully without injury. Although this is a regular duty it is not usually a common one, therefore, caution should be taken.

There should be no reason for anyone to get hurt or disabled while using a ladder. Yet it happens every single day. Somebody steps on the safety sticker that says, "This is not a step" and ends up with a broken leg. Another person puts a rock under one of those legs because the ladder is "just not quite stable enough". Virtually every single ladder accident could and should have been prevented.

Stick to these simple rules to ensure that you, your family member, or your fellow workers do not get injured while using a ladder.

- 1) **Choose the right ladder:** Always select a ladder that is the correct length to safely reach the working area. Also ensure that the ladder is the proper duty, or weight rating.
- 2) **Check the condition of the ladder:** Read all labels on the ladder, then check for split or cracked side rails, missing or broken rungs, loose rungs or other weaknesses. Also check for splinters or sharp edges.
- 3) **Place the ladder safely:** Make sure the ladder has firm footing and that the feet are one-quarter the length of the ladder away from the upright surface to be climbed.
- 4) **Climb the ladder carefully:** Keep your mind on where you are and what you are doing. Wear proper shoes with good soles that are free from mud or grease. Always face the ladder and use both hands when climbing down or up.
- 5) **Never overreach! Move the ladder instead:** Breaking this one simple rule causes more accidents than you can possibly imagine.
- 6) **Tie off the ladder:** Once you have climbed to your working height, tie-off the ladder and use a safety belt.
- 7) **Take care of your ladders:** When you are finished with your ladder, put it back where it belongs. Store them in a safe and dry place, out of direct exposure to the sun and the elements. Never paint a wooden ladder, however you can use clear wood preservatives.

Your ladder is one of your most important tools. It is also one of your most unforgiving if misused or mistreated. Be wise and be aware, use your ladder safely this year.

Membership Meeting in October

Roy Edey, former executive of the Sudbury and District Labour Council and also a former member of USWA Local 6500, will be presenting at the beginning regarding the Older Adult Centre. People 50 and over are able to attend this centre.

There will be **FREE Sudbury Wolves** Tickets handed out to members who attend the Membership Meeting. Make sure you attend!!

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The two following articles are compliments of the Occupational Health Clinics for Ontario Workers (OHCOW) www.ohcow.on.ca 523-2330

Stress and Mental Health in the Workplace

We have heard a great deal about workplace stress in recent years. We talk about downsizing, right-sizing, harassment, bullying etc. as reasons for stress.

But have you stopped to think about what is really happening within your organization to cause us to feel stress? Excess stress is produced when work is organized in such a way that our basic needs, both mental and physical are not met.

This article will not deal with the basic physical needs for food, shelter and security. However, there are basic mental health needs that apply to the workplace. We need respect and appreciation. We must feel that our ideas are at least heard and listened to. We must have the freedom to speak up about issues. Our workplaces should foster a sense of confidence and self-worth. The workplace must allow us freedom from chronic feelings of hostility and anger. Workers must feel part of their work-group and the relationship with co-workers must be meaningful and supportive. We should not have to feel continually distressed, anxious or depressed about our jobs. Lastly, there should be periods when there is calm when one feels some peace of mind.

Threats to our mental health can come from work overload and time pressure. If we feel we lack influence over our day-to-day work, we lack training or proper preparation for the work or if there is ambiguity in our job responsibilities we will feel stressed. If we feel we are not being rewarded for our performance or if there is perceived discrimination or harassment, our mental health will be threatened. Poor communication and neglect of legal or safety obligations will also be stressful to us in the workplace.

Research has shown that the most disturbing organizational influences occur when workers have feelings of unfairness when there are high demands with low control or high effort and low reward conditions in work assignments. In these situations workers feel anger, demoralized, anxious and sometimes even depressed.

Emotional upset can lead to dangerous distractions that constitute a real safety hazard on the job. It is important to note here that home stress can have an additive effect on our total level of stress and cannot be ignored. When we feel stressed we sleep badly, we may over-medicate ourselves and we may drink alcohol or take mind-altering drugs.

In these emotional states besides being distracted we may make errors in judgment, fail to have our normal eye-hand or eye foot coordination. A body under stress has increased potential for strains and sprains.

The end result is a cost to our health; increasing the risk for the development of acute and chronic disease, accidents and conflict resulting in more frequent absences from work.

We spend a good part of our waking hours at work. Each of us should understand what causes stress in our co-workers and ourselves. Working together to develop a workplace that minimizes stress should be the goal towards which we all strive.... each of us can make a difference.

Bifocals and Computer Use

Trevor Schell Ergonomist

Bifocals are corrective lenses that are commonly worn in today's society especially with an ageing workforce. It is not surprising that a number of people with bifocals have begun to experience pain in their necks when using their computer.

Their use generally necessitates a lower position of the monitor to achieve a neutral head and neck angle. Since bifocal users often view through the bottom portion of the lens, monitor height should be lowered, so that the neck is in a neutral posture position when looking at the top row of text on the screen (or printed material). An alternative is to acquire prescription lenses specifically for the viewing distances for computer work (which is somewhat further than a comfortable reading distance).

WSIB (Workers Safety & Insurance Board)

By Bob Leduc

I would like to thank the 2020 Executive Board for providing me the opportunity to take all 5 levels of WSIB training courses which were sponsored by the CLC (Canadian Labour Congress), OFL (Ontario Federation of Labour), and USWA (United Steelworkers of America). Levels 1, 2 & 4 were five day courses while Levels 3 & 4 were six day courses. This training was offered at the CAW Centre in Port Elgin at Bayview/Wildwood in Orillia. The courses offered were:

- Level 1 – Rights & Obligations
- Level 2 – Benefits & Representation
- Level 3 – Appeals & Dispute Resolution
- Level 4 – Return to Work
- Level 5 – Medical Orientation

I have been appointed as Chair to the Local 2020 WSIB Committee, and at this time, I will keep this article short, but will provide you with general information of the service provided to you by Local 2020.

If you have put a claim to the WSIB and the Adjudicator has sent a response indicating that your claim has been denied, you have two options of appealing the WSIB decision:

1. You can represent yourself
2. You can have a Worker Representative handle the appeal process for you.

The following is the procedure after submitting a claim:

1. You will receive a letter from WSIB either awarding the claim or denying it. At this point, if you have been denied this is when you would contact Local 2020 for representation if you do wish.
2. If you are appealing the decision, you must inform WSIB that you are objecting.
3. WSIB will send you an objection form to be completed and access to your file.

Keep in mind that when your claim has been denied you have a 6 month time limit from the date of the denial letter to appeal.

Unions make Workplace Safer

CALM 1999

Even the Work Bank agrees: the presence of a union creates a healthier and safer workplace.

In 1995, the Work Bank said: “Trade unions can play an important role in enforcing health and safety standards. Individual workers may find it too costly to obtain information on health and safety risks on their own, and they usually want to avoid antagonizing their employers by insisting that standards be respected. A union can spread the cost of bargaining information on health and safety issues among all workers, bargain with employers on the level of standards to be observed, and monitor their enforcement without putting any individual workers at risk of losing his or her job.

Studies in industrial countries indicate that the role of labour unions in ensuring compliance with health and safety standards is often an important one.”

According to figures reported by the World Bank, there may be a 95% probability of a government health and safety inspection if there is a union versus 16% if there is none. The quality of inspections improves dramatically if the government inspector is accompanied by an employee who knows about the workplace Hazards.

CANADIAN STUDIES SHOW UNION WORKPLACES SAFER

A 1993 study done for Canadian ministries of labour said that union supported health and safety committees have a significant “impact in reducing rates.”

In 1994 and 1996, studies done for the Ontario Workplace Health and Safety Agency found that 78-79% of unionized workplaces reported high compliance with health and safety legislation while only 54-61% of non-unionized workplaces reported such compliance.

UNIONS PROVIDE HELP AND TRAINING

Unions provide training so that you can learn how to make your workplace safer and healthier.

Unions have staff who know the health and safety laws. They know how to contact government health and safety inspectors and how to push them to write orders on your employer to make your workplace safer. Union staff provide health and safety information on hazards found in your workplace.

WHY WE NEED UNIONS

Statistics prove union membership pays

Most employers don't like unions. Without them, employers can expect to have a free hand in dealing with their employees. They can set wages and benefits at a level that suits them. Managers can hire, fire, promote, demote and move around as they please, and they don't have to answer to anyone.

It is no surprise then, that North American employers continue to use their money and political friends to attack and undermine unions.

The U.S. labour movement has seen a huge drop in membership and influence over the last 30 years. Political control by labour's enemies has helped to halve the share of U.S. workers who belong to unions. Declining union strength is reflected in a dramatic drop in the living standards of the average American worker.

In Canada, unions have held their own, with more than 30 per

For full-time workers, hourly earnings for unionized workers averaged \$19.01, compared to \$15.50 for non-unionized workers. For part-timers, the gap was even greater—an hourly average wage of \$16.71 for unionized workers, versus only \$9.76 for non-unionized workers.

THE COMPANY'S PROMISES



AREN'T WORTH THE PAPER THEY'RE NOT PRINTED ON!

cent of employees still union members, about double the U.S. rate. Relative union strength in Canada is reflected in the fact that real average wages, while not growing, have at least not declined over the last 20 years.

The most recent Statistics Canada data, from the first nine months of 1998, show that 3.6 million Canadians (about 30.5 per cent of the paid workforce) are union members. Another 300,000 are non-members covered by union agreements.

The benefits of unionization to union members are clear. For full-time workers, hourly earnings for unionized workers averaged \$19.01, compared to \$15.50 for non-unionized workers. For part-timers, the gap was even greater—an hourly average wage of \$16.71 for unionized workers, versus only \$9.76 for non-unionized workers. In addition, unionized workers have, in general, much better pensions and other benefits, as well as the protection from arbitrary treatment pro-

vided by a collective agreement.

Unions do more than just help union members. Our greater union strength contributes to the much lower levels of inequality in Canada than in the U.S. While the rich are richer in the U.S., poor and middle-income Canadians, both union and non-union, actually have a higher standard of living than their American counterparts, according to a recent Statistics Canada study. Source: IAM Journal/CALM

Imagine Life without These

- Free public education
- Paid vacations
- Minimum wage
- Workers' compensation
- Human rights
- Pay equity
- The right to organize
- A limit on hours of work
- Medicare
- Paid holidays
- Canada Pension Plan
- Overtime pay
- Severance pay
- Job security
- Cost-of-living raises
- Ban on child labour

Unions fought hard for rights and benefits that improve life for everyone

Statistics are still valid today in 2004.



INSIGHT

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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.
- Your change of address if it applies

You can Email this information to:

SCHEDULED UNION MEMBERSHIP MEETINGS FOR THE REMAINDER OF 2004

October 19th	7:00	USWA Hall
October 20th	1:00	USWA Hall
October 20th	7:00	USWA Hall-Sibbett Centre 269 Main W
October 22nd	5:00	Library—Parry Sound
December 14th	7:00	USWA Hall
December 15th	1:00	USWA Hall
December 15th	5:00	Library—Parry Sound
February 15th	7:00	USWA Hall
February 15th	1:00	USWA Hall
February 15th	5:00	Library-Parry Sound