



Local 2020, Unit 6600 Newsletter

Similar or Same Type of Work Resolution Committee

The Union & the Company continue to work together to ensure Jobs are being appropriately placed in the business structure.

The work completed by this Committee can sometimes overlap with the Grievance process and in turn, we can help bring resolution to multiple issues and/or areas at once.

While working with the Members in the Plant Maintenance Ladder, the Chief Steward of Mines, Management and HR, Local 2020 gained another Sr. Mtce. Assistant position recently. This was a great example of how the Similar and Same Type Work Committee and the Grievance Process identify issues and work together to find resolution.

There have been 2 other positions transferred into L2020 through the great work of this Committee. One in our MTS Ladder and an Admin position.

Please refer to Letter of Agreement on page 93 for more info.

Temporary Vacancies

Article 8.17 in our Collective Agreement outlines Temporary Vacancies in a Non-Ladder. This language provides great Career Development Opportunities for Local 2020 Members.

Several of you have been successful and been awarded a Temporary Vacancy opportunity over the past year. These vacancies can provide individuals with the knowledge, skill and ability to secure a permanent position in the future. It can also provide a Member the chance to become much more familiar with another location in the Division before applying to a permanent vacancy.

When backfilling the roles temporarily left, the Company can use the Casual language from Article 19.05 and the Company can also recruit externally. I encourage Local 2020 Members to always apply for vacancies, if they are interested.

Please refer to Article 8.17 for further info. On Temporary Vacancies.

Bargaining Surveys

In March of next year the process of negotiating a new Collective Agreement will take place and prior to that process starting the Negotiating Team will send out a Bargaining Survey to the entire Membership.

Negotiating a new contract is a very important process and I encourage each of you to participate by filling out this Survey. The Bargaining Survey will be sent to you through your Vale email. You can return it via that email or by another option provided.

By filling out and returning the Bargaining Survey, you will be ensuring that your thoughts and ideas are directly communicated to the Negotiating Team. The information that you share in your Survey will remain confidential at all times throughout and after this process.

There are many new employees since we last went through this process in 2017. If the process of negotiating a Collective Bargaining Agreement is also new, please reach out to a Union Representative for guidance.



Employee & Family Assistance Program (EFAP)

For assistance please contact:
USW Worker Rep Pete Larabie at 705-675-2461 Ext. 223

For immediate assistance please contact:
1-800-663-1142

For local support please contact any
Union Representative – See Attached List

President's Report

Hello Everyone,

As 2020 nears an end, I wanted to take the opportunity to acknowledge all you have done throughout this year to keep you, your co-workers, your community and your family safe.

It has been a year of uncertainty and time when we have had to significantly change the way we do most everything. We need to continue to follow Public Health guidelines while safely performing our work. I believe we have been adapting to these changes extremely well and there are many examples of perseverance, initiative, creativity and thus success.



Next year will be a very busy and exciting time for Local 2020. Early in the New Year we will be holding nominations for your Unit Executive. We have an outstanding and experienced team of people eager to represent you moving forward.

There will also be nominations for your Bargaining Team early in the New Year. Our Collective Agreement expires on March 31, 2021 and the Union and Company Bargaining Teams will be meeting for the month of March to negotiate a new contract.

We are particularly excited to start trying out new ways to communicate with you in 2021. A few weeks ago, the Amalgamated Local 2020 held their first Zoom Membership Meeting and we will be preparing to follow suit when in person meetings are not an option. Additionally we will be working on validating and building our current cell phone database. This will allow us to regularly communicate with you all during negotiations through Texting. Technology will definitely enhance our communications during this busy time when frequent updates are necessary. So stay tuned!

Please remember myself and your other Union Representatives are a phone call, email or Teams Meeting away, so continue reaching out with your concerns, issues and to share your successes!

Continue to take care of yourselves and each other. I wish you all a peaceful and healthy Holiday Season.

In Solidarity,

Sherri Hawkes
Unit President L2020, Unit 6600
705-675-2461 Ext. 227

Chief Stewards:

Chief Steward of Surface - Bill Chandler 705-682-5794

Chief Steward of Mines - Derek Woodford 705-682-5372

Area Stewards:

Patti Wells - 705-682-6974

Lynn Heikalla - 705-966-4369

Stacey Roy - 705-682-8469

Chad Lavallee - 705-682-7029

Steve Campeau - 705-682-8162

Pete Larabie - 705-675-2461 Ext. 223

Health & Safety Report

Hello Local 2020 Members - I hope everyone is doing well and adjusting to the colder weather!

As you all know, we are approaching Christmas and the Holiday Season. However, it will be different than the typical ones we are used to having with our friends and families.

We have been living with the pandemic restrictions and adjusting our daily lives accordingly. We all understand that we need to follow the guidelines from Public Health to protect our vulnerable friends and family members.

In saying that, I want to share a message with you today about taking the time to enjoy your surroundings and be thankful for the wonderful things that we do have right now. Our happiness starts within ourselves and influences everyone around us. I'd ask you to take a few minutes and think about all the good things in your lives and what makes you proud about yourselves, and of your loved ones. Share those thoughts with others and ask them what they are thankful for... even during difficult times, there are always so many things to be thankful for every day.

This past year has been very difficult on many people's livelihoods and Mental Health. Our ways of life have become completely changed and upset beyond our own individual control. Some people have been hit hard financially, and many others mentally. Please ask yourself, are you in a position to help others? If you are capable, I encourage you to put some efforts into doing so... Support local small businesses, communicate openly to your loved ones about their feelings and thoughts, without judgement. Just listen to others... the best gift you can give another human being is to validate their existence by caring about them.

On a different topic, we still have to ensure our physical safety. The holiday season sometimes requires us to do tasks that are not typical. Whenever you need to perform a task at home, use the tools and training you have learned to protect yourself and others. Take some time to assess the task that you are about to do and plan how you will do it safely. Always ask for help when you need it! The last thing anyone wants is for yourself, or a loved one, to be injured or permanently disabled... especially when it could have been easily preventable by just taking a minute to reflect and plan the work.

I would like to wish EVERYONE a Merry Christmas and a SAFE and Happy Holiday Season!!

As you all know, I am ALWAYS available for you. If you ever need assistance, guidance or help, please feel free to call me anytime.

In Solidarity,

Pete Larabie
Local 2020 USW/Vale - Worker Health and Safety Representative
705-675-2461 ext. 223
p.larabie@uswsudbury.ca
peter.larabie@vale.com

LOCAL 2020 JHSC CO-CHAIRS & REPS

JHSC Co-Chairs

Patricia Wells - Central Lab
705-682-6974

Paul L'Heureux - Reclamation
705-682-6621

Angele Dubuc - PS & S Building
705-682-5351

Jennifer Pattison - NAOC
705-692-2442

JHSC Area Reps

Steve McLean - Central Lab
705-682-6702

Lynn Heikkala - Coleman
705-966-4369

Lise Gagne - Smelter
705-682-6994

Gregg Frawley - WTP/Mill
705-682-6358/705-692-9500

Dan Clark - WTP/Mill
705-682-6358/705-692-9500

Renee Lefebvre - Nickel Refinery
705-682-8506

Audra Owl - Totten Mine
705-866-3827

Boris Iotzov - CCNM
705-682-5974

Don Audette - Clarabelle Mill
705-682-7076

Kevin Cook - Garson
705-699-4742

Closing Out Another Year

I would like to take the time to wish all our 2020 members a Merry Christmas and a Happy New Year.

This year will be one for the history books for all. No matter where you were or what you were doing all our lives were impacted by the Covid-19 Pandemic.

With all that aside your Area Stewards and Chief Stewards continued to work tirelessly this year to safeguard our memberships interests.

We had many great successes this year working with Vale bringing resolution to many grievances and continue to move forward with several more.

These included such issues as protecting the work and seniority of our membership and ensuring measures of discipline were fair and consistently applied.

We will continue to do our best to bring forward the issues our members experience and work with Vale to find amicable resolution.

Please remain safe and enjoy your holidays with family and friends!

In Solidarity,

Derek Woodford

Chief Steward of Mines



Season Greetings Everyone!

There's no doubt that 2020 has left a mark on all of us. Despite the challenges this year has brought, your leadership has continued to deliver results and I am honoured to have played a small part in that success.

On behalf of District 6 Director, Marty Warren and myself, I would like to wish everyone a very merry Christmas and a happy new year!

In Solidarity,

Pascal Boucher

USW Area Coordinator

USW LOCAL 2020, Unit 6600 – Executive Contact Info.

Unit President – Sherri Hawkes – sherri.stuckless@vale.com

Chief Steward of Surface – Bill Chandler – william.chandler@vale.com

Chief Steward of Mines – Derek Woodford – derek.woodford@vale.com

Recording Secretary – Jennifer Pattison – jennifer.pattison@vale.com

Worker Health & Safety Rep – Pete Larabie – peter.larabie@vale.com

Why CBA language is important

A stewards' main duty is to present arguments at stage one grievance meetings while arguments at stage two and arbitration hearings are led by the chief stewards and staff rep. These grievances can vary from simple disagreements to complicated situations that are years in the making.



In all cases we have learned that clear and proven CBA language will increase our chances of a quick resolution or a win at arbitration. If the language is unclear or absent we must rely on past practice, company policy, the employment standards act or past arbitration rulings for our arguments. It's easy to submit a grievance; the hard part is proving your case and it can be extremely challenging without arguments based on language contraventions.

For the last four years Sherri has been keeping a detailed log of language that needs to be upgraded or changed in bargaining. This information has come from member concerns and reports from stewards that have lost grievances. Please take the time to fill out the bargaining survey to ensure your bargaining committee has all the information they need to get an effective deal at the end of March.

In Solidarity,

Bill Chandler
Chief Steward of Surface

Local 2020 Members Continue to Give

It is the time of year when Steelworkers & Vale work together to support the Edgar Burton Food Drive. Edgar was an extremely giving person & as fellow Steelworkers, it is important to help his legacy live on. One more can!

Thank you to each of you for donating to the United Way Campaign this year. Sending a special thank you to Christine Legrand for stepping up & representing L2020 for such an important cause.

As you know this past year has been difficult for many & giving is more important than ever. Please continue to do what you can to support those in need.

Local 2020 - Supporting our Communities

Local 2020 is an amalgamated Union and we are made up of 60 different Units, with over 2100 Members and we are spread out all over Northeastern Ontario.

During this time of year, United Steelworkers Local 2020 give back to our communities in a big way!! You should be very proud of all the individuals, families and organizations that are helped through those donations.

Here are some of the donations that have been made this year:

- Elgin Street Mission
- Sudbury Food Bank
- North Bay Food Bank
- West Nipissing Food Bank
- Mattawa Food Bank
- New Liskard Food Bank
- Parry Sound Food Bank
- CTV Children's Telethon
- Parry Sound & New Liskard Salvation Army
- Holiday Purse Campaign

The Holiday Purse Campaign is organized by the Women of Steel Committee. This year the entire community came together and donated over 200 purses and packaged boxes of toiletry and feminine hygiene products.

This year we were able to donate to the YWCA Genevra House in Sudbury, the Salvation Army Cedar Place in Sudbury, the Elliot Lake's Women Shelter, the North Bay Women's shelter as well as the Kirkland Lake and Mattawa Shelters. We were also able to make a large donation of toiletry items to the Sudbury Action Center for Youth and the YMCA warming shelter in Sudbury.

