



# INSIGHT 2020

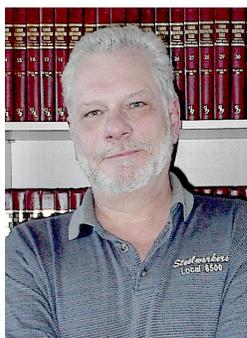
Volume 7, Issue 11

Local 2020 Newsletter

January 2006

## PRESIDENT'S REPORT

*Gary Quig*



Three members (Judy Searson, Mark Appleby, Derec Teolis) were sent to Bayview to take the 3<sup>rd</sup> level (Prepare and Present) arbitration course in November.

We have established a membership committee to look into ways of encouraging attendance at membership meetings. They recently held their first meeting and have come up with some really great ideas. We will be discussing one of their recommendations and implementing some of the others beginning with the first meeting in February of 2006. The committee will monitor the effectiveness of their plan, and will meet as needed to access modify or add new ideas.

Two of these recommendations, approved at the December 2005 general membership meeting are:

- Any member in good standing who attends a minimum of 50% of the regularly scheduled membership meetings in the previous year shall have their name entered in a draw to attend the next conference as a 2020 delegate. For example, the National Policy Conference is in Ottawa in 2007 so anyone with 50% meeting attendance beginning with the February 2006 meeting will be entered into the draw.
- A draw will be held at the end of each regularly scheduled membership meeting for those in attendance. Ballots will be available at the end of each meeting in Sudbury,

North Bay and Parry Sound. The draw will be made at the conclusion of the 5:00 pm meeting in Parry Sound. **February's prize will be a \$50.00 Canadian Tire gift card.**

I, along with Dan Serre, and Tony Dwyer attended the "Stand up for Stelco" rally in Hamilton on November 7<sup>th</sup>. The rally was intended to apply pressure on the bond holders in the Stelco, Companies' Creditors Arrangement Act (CCAA) battle to release their bonds as both the Union and the Company feel they are no longer in a position to require bankruptcy protection. Since then all collective agreements have been ratified, and the Company has agreed to re-fund the pension plan to the tune of \$400,000,000.00. There were a host of speakers at the rally and demonstrators filled the lawn and spilled into the street in front of city hall and Local 2020's flags were flying with the rest.

On December 15<sup>th</sup>, Dan Serre and I traveled to Hawksbury and joined in a support rally for the strikers at IKO Shingles (on strike since June) and Evaco Steel (locked out since September) We delivered 2 van loads of Christmas presents for the children of those on the picket line and presented a cheque for \$10,000.00 from the Northeastern Area Council.

Elections for Unit and Executive board positions will be held in April 2006. Nominations for 2020 positions will be held at the February meeting. Nominations for unit positions can be made at this meeting or at individual unit meetings.

In the last three years, we have been able to negotiate nearly 40 collective agreements

within 2020 with not one strike or lock-out. I was involved in a few of them and offer congratulations, and thanks to the staff reps, and all members of the bargaining committees.

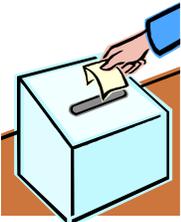
Good news! Passage through the Senate in late November of the Wage Earner Protection Program Act (BILL C-55) was the biggest victory so far in a campaign launched by Steelworkers to have this act amended. (Some of you may recall that Bob Gagnon and myself traveled to Ottawa in October of 2004 to attend an emergency meeting to devise a plan to lobby all federal politicians for support to amend the Bankruptcy Insolvency Act (BIA) and the Companies' Creditors Arrangement Act (CCAA).

No longer can a company place banks and bond holders ahead of workers if they go into bankruptcy protection, nor can they ask judges to rewrite collective agreements in order to force concessions.

In closing, let me wish you all the best for a safe and healthy 2006.

### **LOCAL UNION ELECTIONS**

On April 4<sup>th</sup> and 5<sup>th</sup> 2006, Elections will be held for all elected positions in Local 2020.



Article VII, section 8 of the International Constitution provides for the election of Local Union Officers and states:

“All Local Union Officers and Grievance Committee Members shall be elected for a term of three (3) years at the last meeting in April, 2006 (or during such other hours or day in April as designated by the membership)...

Nominations for local Union and Unit positions will take place at the February regular membership meetings which are scheduled as follows;

- Tuesday February 21st .....7:00 pm.....Steelworkers Hall
- Wednesday February 22<sup>nd</sup>...1:00 pm...

Steelworkers Hall

- Wednesday February 22<sup>nd</sup>...7:00 pm... Sibbett Centre (North Bay)
- Thursday February 23<sup>rd</sup>.....5:00 pm... Library (Parry Sound)

Positions up for election are;

- Local 2020 president.....elected at large
- North Bay Board member,
- Parry Sound Board member,
- New Liskeard Board member,

Board members will also be elected from Falconbridge OCT, INCO OTP, Affinia, the former local 7282, Omega Direct Response, Union Gas / Energy, and Dynatec (Dynatec is new to the board as they have achieved 7% of the total membership as per article IV of the local 2020 bylaws.

Nominations for Unit positions for those holding regular unit meetings can be made at the unit meeting. For those units that do not hold regular meetings, nominations will also be made at the February general Membership meeting, however, in any event, the dates, time and place of election polls will be as included in this newsletter.

After the nomination meeting should an election for the position of president be necessary the election will take place on April 4<sup>th</sup>. There will be a poll set up at the Steelworkers Hall between 9 am and 8 pm. Polls will be set up in North Bay and Parry Sound (times to be announced) to accommodate the multi employer locations. Affinia will have a poll on April 4<sup>th</sup> & 5<sup>th</sup>.

There will be roving polls set up that will visit different units at set times to facilitate voting on the 4<sup>th</sup>. The roving poll location and timing is set up to accommodate as many members as possible. This schedule will be made available at least 14 days prior to the election at the main work sites (it is your responsibility to get that info from a co-worker if you should be away or at different sites). We will try to visit as many locations as possible but the sites and times

must be approved by the employer and frequently are not allowed or are not feasible.

It is the responsibility of the member to attend the Union Hall poll if the roving poll is not available or if the timing of that roving poll does not suit you personally.

It is the responsibility of the Unit chair to contact the Chief Election Teller (Bob Gagnon 675-2461 ext 242) to request a poll for your location if you have management approval to allow employees to take the time to vote. Please provide best times to see the majority of employees and a location or room to set up the poll. The poll locations must be finalized by March 7<sup>th</sup> to allow proper posting of the schedule.

Unit elections will be held within the unit if positions are not acclaimed. These elections can be held concurrently if there is in fact a presidential election. If not these elections can be held on site in the different units or at a unit meeting called for that purpose. If an election is run within a unit please ensure you set up an election committee to administer your election and have them forward the results to the Hall so that Unit positions and committee lists can be updated. Unit nominations and elections can be held at a unit meeting that is convened for that purpose. Anyone unable to attend that meeting can let their name stand for any position if they send a letter to that effect with anyone attending that meeting.

These meetings can be anytime beginning now but must be completed by April 5<sup>th</sup>. Any questions on procedure can be forwarded to Bob Gagnon (Chief Election Teller). We will expect a call over the next two weeks from each Unit Chair or designate to confirm the process is underway.

I wish to recognize all the activists in advance for your continued help in making this a smooth and successful process. Committed Unit activists are the foundation of a strong Local 2020 that serve and protect the rights of all our members. Again THANK YOU...

## **Dan O'Reilly-Area Co-Coordinator**

The New Year is upon us and the union faces a number of challengers.

This year local union elections will be held, the Inco-Falconbridge anticipated merger should be completed and a number of contracts, including Local 6500's need to be renewed.

The Inco-Falconbridge anticipated merger brings with it a number of problems and may entail a vote amongst Local 6500 and C.A.W. 598 members to see which union will represent the production and maintenance workers at the "new" Inco. The office and technical units will also face a number of challenges if the "new" Inco decides to combine them. If this happens we will keep our members informed and involved in the process.

Congratulations to Jim Kmit and his bargaining team at T.D. Bank. We welcome the T.D. employees into the 2020 family and thank them for their solidarity in achieving a first agreement.

Local 2020 secretary Kim Komarecka has decided to accept a job with Local 6500 and is being replaced by Judy Searson. We will miss Kim and I want to thank her for her great work. The good news is that Kim is only one floor away. Welcome Judy and I know you will do a great job.

In closing, I urge all to attend their local membership meeting and have a happy and healthy New Year.

## **Women of Steel** -by Linda Boyd

### National Women's Conference Hi-Lites

Local 2020 sent 2 delegates (Linda Boyd & Terri Nugent) to the Steelworkers National Women's Conference "Women of Steel Building Power" which was held in Toronto Oct 16 – 18<sup>th</sup>. The conference was attended by more than 250 steelworker women from across Canada and featured participation from all of the USW leadership including International President Leo Gerard, National Director Ken Neuman and the 3 Canadian District Directors.

The conference included workshops on how women can build power within the union and their communities. Many of the speakers were successful women activists, such as Marie Kelly, Assistant Director District 6, Carol Landry-IMF, Marie Claire Walker-CLC, Jenny Holcroft-IMF, who spoke about the challenges women face and how they dealt with those challenges.

There were also several celebrations during the conference including: the end of the World March of Women 2005, International Day To Eliminate Poverty and the 20<sup>th</sup> anniversary of the Steelworkers Humanity Fund.

### Singing Group

In addition to sending delegates to the conference, our very own, Local 2020 Women of Steel Singers had the honour of being featured participants at the Steelworkers National Women's Conference. The singing group opened the conference every day as well as singing at all of the celebrations and the Directors Reception. It was definitely our biggest audience to date! The Women of Steel Singers were very well received and have been invited to participate in more events and projects. If you or any of the women in your workplace are interested in joining the singing group, please contact myself, or any of the members of the group.

### Mining Women Health Study

Members of Local 2020 Women's Committee helped co-ordinate a "Women in Mining Health Study". This study was supported and funded by the Steelworkers Humanity Fund, the Lupina Foundation and was led by Catherine Coumans of Mining Watch Canada. This was an international study that looked at the health of women working in the mining industry in South Africa, Peru and Canada with Sudbury chosen as the Canadian site.

Local 2020's Falconbridge unit women participated in the research study, as did Local 6500 women from Inco. Study participants representing women from South Africa, Peru and Sudbury took part in a panel discussion of the health study findings as part of the National Women's Conference in Toronto. The final report will be presented to Local 2020 executive sometime in February.

### International Women's Day

International Women's Day (March 8th) is an occasion marked by women's groups around the world. This date is also commemorated at the United Nations and is designated in many countries as a national holiday. When women on all continents come together to celebrate Women's Day, they can look back to a tradition that represents at least nine decades of struggle for equality, justice, peace and development. Few causes promoted by the United Nations have generated more intense and widespread support than the campaign to promote and protect the equal rights of women. The

Charter of the United Nations, signed in San Francisco in 1945, was the first international agreement to proclaim gender equality as a fundamental human right. International Women's Day is the story of ordinary women as makers of history; it is rooted in the centuries-old struggle of women to participate in society on an equal footing with men. It was on March 8, 1909 that a group of women garment workers in New York took to the streets to protest their terrible working conditions. The slogan they chanted was "We want bread and roses too" - bread symbolizing economic security and roses for a better quality of life. These words formed the basis of the James Oppenheimer song "Bread & Roses" which has become the song of the Women's movement, especially on International Women's Day. Please watch for more information in your workplace on local activities and events celebrating International Women's Day.

### Women's General Meeting

A couple of times a year, the Local 2020 Steering Committee holds a "Women of Steel General Meeting". These meetings are great opportunities to hear interesting guest speakers, meet your Women's Committee and socialize with women from many different workplaces. Our next women's general meeting will be held in the spring – watch for more information and posters in your workplace.

### Contacts

We are continually adding to our list of contact people. If you are interested in receiving updates and information about the Women's Committee activities and events or if you have any questions or comments or suggestions about Women of Steel, please feel free to contact myself, ([linda\\_boyd@sympatico.ca](mailto:linda_boyd@sympatico.ca)) or any of the Steering Committee Members with your e-mail address and we will keep you posted!

### ***Steering Committee Members***

**Linda Boyd –Chair Person**  
**Linda Lafleur—Recording Secretary**  
**Sandy Cameron –Union Gas Sudbury**  
**Carol Fantin—Union Energy Sudbury**  
**Terri Nugent—SuperVent Parry Sound**

**Gerry Loranger** - Staff representative

I begin by wishing everyone a Happy New Year and hope that the coming year will bring happiness and good health to you and your loved ones.

Congratulations to the members of Local 2020 at Affinia Canada Corp. for having ratified their new Collective Agreement. Negotiations are never easy and the Affinia negotiations were no exception. Among the terms of the new agreement, the highlight has to be the establishment of post-retirement benefits for current Affinia employees. The company will begin contributing \$.10 per hour on behalf of employees toward the program, which will provide future Affinia retirees and their spouse with core benefits. Those benefits include life insurance for the retiree only, prescription drug, dental and vision care. This is a good program to build on for retirees in future negotiations.

Congratulations also to the members of Local 2020 at Shaw-Almex who also ratified a three year collective agreement in December 2005. That agreement contains wage increases of \$.50 per hour in each year of the agreement as well as a substantial increase to the retirement allowance.

2006 is shaping up to be an incredibly busy year for the union and the members of Local 2020. Collective agreements, which are due for renewal in 2006 include, Salvation Army Sudbury Centre, Schauenburg Industries, Crisis Centre North Bay, CAA North and East Ontario, Noront Steel, Quality Inn, Union Gas Ltd., Laurentian University Security, Sudbury Neutrino Observatory, Basin Custom Machining and Chartrand's Independent Grocers.

Finally, I would like to wish all those who will be seeking an elected position in Local 2020 the best of luck in the upcoming election. I will commit to working hard with the new officers and unit chairs in providing union services to its members. For those who will not be seeking re-election, I would like to thank you for your help and good leadership over the years. Let's have a good campaign and a great election.

### **INCO Taking Over Falconbridge?**

by: Myles Sullivan  
OCT Unit President

For a few months now United Steelworkers have been working hard at protecting union members' rights with the likely, upcoming merger of INCO and Falconbridge. The consistent message from the top down has been that the Steelworkers support Falconbridge being taken over by the Canadian company INCO. There are several very good reasons why we have taken this position.

Firstly, United Steelworkers is an international union that knows how international companies really do their

business. Xstrata is a player rumoured to be attempting to acquire Falconbridge. Due to our union's international status, we know that Xstrata is no friend of organized labour. Xstrata is owned 16% by Glencore. An aluminum smelter, owned 29% by Glencore, in Ravenswood, West Virginia, was locked out by management for twenty months in the early 1990's. Scabs were used all through the lockout until the determined International Steelworkers union forced the Company back to the bargaining table after a world wide campaign. Our Union not only won the labour dispute, but more importantly, was not broken by this anti union international company. Glencore and Xstrata are also well known for wide scale environmental pollution where they have operated.

Secondly, INCO would most definitely benefit the OCT membership here in Sudbury. We have all heard Falconbridge management say time and time again that we only have Nickel Rim as a future. The message has also been that there will be downsizing, hopefully through attrition, to get to the required future manpower level. If INCO is successful in the takeover this threat will disappear. INCO has stated that they have three new mines waiting to be developed: Victor, Kelly Lake and Totten. Falconbridge's mill and smelter both have excess capacity to handle more ore; whereas, INCO's mill and smelter are both at full capacity. The "boundary ore" at Fraser and Thayer Lindsley would be mined from Falconbridge's side, which would prolong mine life and virtually guarantee all current OCT employees retirement. On the other hand, Xstarta taking Falconbridge over does nothing for Sudbury OCT. It actually hurts us as Xstarta will continue to run our operations as is and which is currently running at their very best. In doing so, the mine reserves will deplete and downsizing will be inevitable.

Thirdly, the Steelworkers union has over 8,500 active members working at Falconbridge and INCO operations across Canada, which is far more than any other union. This number has real power from Sudbury to Thompson, Manitoba, to the newly Steelworker organized Voisey Bay, Newfoundland operations, to all throughout Quebec. What a great feeling knowing that we have so many Steelworker brothers and sisters that support us. We the OCT are part of a Falconbridge/INCO chain that is working together with all 8,500 Steelworkers to ensure our rights, the rights of our families and our communities are protected with the proposed merger.

I know that things will not be easy for the OCT over the short term as the possibility of a merger with INCO O&T confronts us. The INCO O&T are our Local 2020 brothers and sisters. We will work long and hard to protect what we have accomplished through years of bargaining. I will do my best to keep you, the membership informed

along the way. The possible merger of the two bargaining units is for now speculation, but will likely become reality if INCO successfully takes over Falconbridge.

In summary, I believe that it is a good thing that we belong to the Steelworkers International Union. Our International President, Leo Gerard and District Six Director, Wayne Fraser are both Sudbury natives. They will dedicate much of their time to the needs of all 8,500 Canadian Steelworkers that work at Falconbridge and INCO operations as the coming months unfold. Because we are an international union we know corporations like INCO and Xstrata. INCO offers huge benefits to Sudbury OCT over Xstrata, as mentioned above. Benefits that translate to increased ore reserves, increased job security, better collective bargaining and improvement for the community as a whole.

How can it be at all possible that Xstrata would benefit the OCT membership more than INCO? To think this would be closed minded, and endorsing Xstrata would put our OCT membership in a harmful position. Please remember to work safely during these times of uncertainty.

Remember that I am available at 675-2461 ext 241. In Solidarity.

### **JIM KMIT**

*Staff Representative*

I hope everyone had a good Christmas season and wish you a happy and prosperous New Year.

As everyone already knows by now, we reached a first agreement with TD Canada Trust and eight branches are now members of Local 2020. This is 114 new members and we welcome them to 2020. I am not beginning to negotiate with CIBC and its five branches here in Sudbury. I will report on CIBC when the time comes.

Several other agreements come due in 2006 and I will be doing collective agreements all year in Timmins, Kirkland Lake, and Sudbury. These agreements are: Timmins and District Hospital; Northern Logistics; Omega; Rocvent; Samuel Plate Sales; Unnico; YMCA; Jubilee Centre; and the Dome Porcupine Transitional Centre.

Again, Happy New Year and see you in 2006.

### **Pay yourself First** - Bob Gagnon



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.

You can repay your Home Buyer's Plan and get a 30% tax credit on the same money.

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 (up to 75% - 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 you're shares to receive another 30% tax credit if you bought First Ontario Fund in 1998 or earlier.

In August of 2005, the Province of Ontario announced its intention to end the provincial tax credit. In the weeks and months following the announcement LSIF officials lobbied and engaged in extensive consultations with provincial officials. The end result is a continuation of the full 15% provincial tax credit through February 2009, 10% in 2010 and 5% in 2011.

An independent research study measured the impact of First Ontario's investment activity. It concluded that direct employment increased from 1111 to 2229 and that Ontario's economy is \$130 million bigger because of First Ontario's activity. A similar study was conducted for Ontario Labour Sponsored Funds as a whole and concluded \$2.7 billion invested in more than 550 Ontario companies created 27,000 jobs. These studies also showed that the increase in both Ontario and Federal tax revenues reported for 2002 alone, generated by the investment activity of Ontario LSIFs over the study period, was greater than the cost of LSIF tax credits since inception!

Considering the economic impact documented by

these studies you can imagine our dismay last August when the Ontario government announced the elimination of the tax credits. Although we think phasing out the provincial tax credit is a mistake, we are pleased that the program will continue for a few years, and we believe First Ontario has sufficient liquidity to manage through this transition period.

We recognize that 2005 was a tough year for the shareholders of First Ontario. However, we continue to be excited by key investments that promise tremendous potential. We are continuing to work hard to provide you with better financial performance in the months and years to come.

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.

## **Bench Marking Review**

Daniel Serre Unit Chair (6600)

As you may recall, a joint ad hoc committee was created in June of 2005 to complete a job evaluation benchmark project. The committee's role was to select 25 benchmark jobs and review the 22 Mercer factors of the job evaluation questionnaire for each job to determine if the tool still accurately reflected the accountabilities of the role.

Given this task, the committee invited incumbents from the benchmark jobs to complete a questionnaire and participate in an interview with committee members. In the early fall, the committee pulled all of the feedback together and evaluated the benchmark jobs. The outcomes of this exercise along with recommendations, were captured in a report, and shared with senior management.

The project served to validate the job evaluation process and tool. In other words, evaluations with the Mercer job evaluation tool still accurately reflect the accountabilities of the roles evaluated.

In the absence of "negative" findings, the committee has recommended that the current Mercer job evaluation tool continue to be used. Accordingly, the activities of the CD-JET and NUS job evaluation committees will resume immediately, using the current tool and evaluation process.

I would like to thank all of the incumbents that participated in this projects.

## **Snowmobile Safety** - Sherri Stuckless

Snowmobiling is becoming an increasingly popular winter sport. However, it is also the leading cause of severe injuries and death due to winter recreational activities. These fatalities and injuries are preventable. Here is what we know:

- Drowning is a leading cause of death in snowmobile related incidents
- Alcohol consumption is a factor in many injuries and fatalities
- Nine out of ten incidents occur after dark
- 85 % of those injured are male

Here are some tips:

- Take a safety course through an approved agent such as the Ontario Federation of Snowmobile Clubs (OFSC).
- Carry an emergency survival kit including ice picks.
- Wear warm and reflective clothing. Avoid dangling items.
- Use an approved snowmobile helmet.
- Plan your ride and ride your plan.
- Don't ride alone.
- Know your trail, including corners, hills, road and railway crossings and water.
- Stay on marked trails.
- Know local ice conditions before going on the water.
- Don't drink and ride.

Follow the rules of the road including speed limits.

## **For New Clear Ice**

## WSIB Worker Representative Report

By - Bob Leduc

If you feel an accident, injury, illness or even gradual onset of pain is work related, you must report this to your employer immediately and have the employer complete an incident report. Once your employer is aware that a work-related injury or occupational disease has caused you to:

- obtain health care and/or,
- be absent from your regular work,
- require modified duties at less than regular pay,
- require modified duties at regular pay for more than 7 calendar days after the date of the accident,

they are obligated to fill out a “Form 7” which is sent to the Workplace Safety and Insurance Board.

There are several forms that are used to report a work related injury, the following is just a brief explanation of each form:

### Employer’s Report of Injury/Disease (Form 7)

This form is the employers report of the injury and usually the first form completed to initiate a claim. Take the time to review the information once your employer has filled it out. If some of the information is not accurate it can cause frustration and delays down the line. Your employer must give you a copy of the form when it has been completed.

### Workers Report of Injury/Disease (Form 6)

This form is “your” report of the injury. Once you receive this form (which the WSIB provides) take the time to complete it properly and return it to the WSIB as soon as possible. You must also give a copy to your employer.

### Worker’s Claim/Consent Form (Form 1492)

Without a worker’s consent, efforts by the employer or Joint Return to Work Committee are delayed in their attempts for your early and safe return to work. If you have refused to sign the Form 7 and the Form 6 has been delayed you will be required to sign this consent form. By signing this form you are satisfying the workers obligation to file a claim.

### Physician’s First Report (Form 8)

This form is completed by the treating physician and is provided to the WSIB, it is the physician’s initial reporting of your injury. The physician fills out some

general history, symptoms and physical findings, diagnosis, treatment plan, an estimated recovery time and required medical restrictions when you return to work.

### Functional Abilities Form for Timely Return to Work ( FAF)

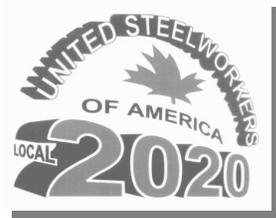
This form is usually supplied to you, by your employer. There is a small section that the employer fills out, but the form, must be completed by your treating health professional who will discuss the information with you. In general the FAF indicates your capabilities and limitations.

### No One Can Tell You Not to File A Claim

If you feel you are able to continue working, then you should keep detailed records of the incident, document the names of any witnesses and any conversations. Keep in mind that you are not doing yourself a favor by not reporting the incident to your employer even if you are told by your supervisor that you that will be provided with light duty work so there is “no need to report it”. Several, of the WSIB claims that I am currently dealing with are claims that have been denied because of late reporting, the WSIB and the employer questioned as to whether or not the injury was even work related. And as a result the workers were off with no income as their employer stated that there was no modified work available. The Workplace Safety and Insurance Act states that if you are injured as a result of a workplace injury your employer must provide you with an (ESRTW) early and safe return to work that is compatible with the restrictions indicated of the “Form 8” or “FAF”.



Once a claim is in the appeal process the average time it takes to resolve is 173 days.



## **INSIGHT**

Official publication of the  
United Steelworkers  
Local 2020

92 Frood Road  
Sudbury, ON P3C 4Z4

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are those of the authors and do not  
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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 2020*: 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 2020*"  
*Bob Leduc, Carol Fantin, & Linda Lafleur*

### *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:  
local2020uswa@hotmail.com or by Fax to (705) 675-1039



"I better start practicing"

Local 2020 will be hosting its  
7th Annual Fun For Charity  
"Best Ball Scramble"  
Golf Tournament on Saturday  
August 26, 2006

Volunteers are still required to assist with the canvassing for gifts, donations, picture taking and the organizing of special events at the tournament such as a chipping and putting contest. (volunteers will be allowed to be creative). Please contact Bob Gagnon or Gary Quig at the local 2020 office 674-2461 ext 242 if you would like to help.

Proceeds of \$2,100 from last years tournament were donated to the Sudbury Palliative Care Society . Tournament poster will be included in the June issue of the Local 2020 Newsletter.