

# INSIGHT 2020

Volume 4, Issue 1

Local 2020 Newsletter

Januray 2003

## PRESIDENT'S REPORT

### LOCAL ELECTIONS

As per the International Constitution, Local Union elections will be held in April 2003.

Nominations for President and Board members will take place according to the 2020 bylaws at the regular membership meeting in February.



In order to run for office, “the member shall have been in continuous good standing for a period of twenty-four months immediately preceding the month in which the election is held...” (Article VII, Section 9, A) and, “the members shall have attended at least one third of the regular meetings held by the member’s local Union during the twenty four month period immediately preceding the month in which the election is to be held.” (Article VII, Section 10)

Proposed times and locations for all Local 2020 polling stations will be presented for membership approval at the February meeting.

I have decided not to seek re-election in the up coming Local Union Election in April. At this time, I would like to take the oppor-

tunity to thank the 2020 executive and all members for their support over the last three and a half years. As President, I have had the chance to meet many people, see many different places, and my experience has been a memorable one that I will cherish forever.

I am very proud to have been a part of the forming of Local 2020. I feel it has been a great success and it will continue to grow and flourish. I am confident that you the members of this fine Local will elect a new leader who will ensure that each unit will be treated fairly and continue to educate and encourage participation. I encourage all members to make an effort to vote in April. Steel is the best Union by far when it comes to training, political action, supporting workers around the globe, and membership evolvment. It has been an honour to be a part of this organization and I will continue to be a supporter.

*Brian Hajdukiewicz*  
*President Local 2020*

## VICE PRESIDENT'S REPORT



Contracting out is a well known term in all work places today. The way I define the term: people outside of the union doing our work. Falconbridge, where I am employed, refers

to this practice as “Outside Services”.

Tens of millions of dollars are spent in this area annually on outside services. For this reason, I refer to the practice as “a war on our rights”. All Union Stewards and Chief Stewards are on notice and grievances are being filed continually to counter this practice.

Other ways in which our work is being attacked is via staff employees doing bargaining unit work, temporary employees, and outsourcing. This issue has swelled so drastically in the past year that it now accounts for over 50% of all grievances. In fact, negotiations in one years time will have to focus on protecting and maintaining the integrity of the bargaining unit. I am tired of hearing that there is a hiring freeze when nickel prices are close to \$4.00/lbs. and Falconbridge is very profitable and is forecast to be so for the next five years.

I encourage all 2020 Units to police this issue at your workplace in order to send a strong message to management to back off and leave bargaining unit work to bargaining unit members.

The grievance procedure can be utilized up to and including third party determination to combat this, should contract language support our case. If we lack contract language, then it should be put as a priority to negotiate improvements.

In order for all units and Local 2020 members to have an equal say, I ask that you please take the time to vote in the upcoming Local 2020 elections. A failure to vote is a failure to voice your right to select representation.

Finally, I would like to thank all union activists for their ongoing work efforts and dedication to the cause. I certainly know your job isn't easy, but without you we would be weakened and vulnerable.

As always, I am available at 675-2461 ext. 241 to help out all Local 2020 members as best I can.

*Myles Sullivan  
Local 2020 Vice President  
Unit Chair - Falconbridge*

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### **Sudbury District Labour Council**

**T**he fall has been a busy time for the council. A number of new affiliates have joined indicating continual support for the council.

We now have a “new” part-time secretary at council head quarter – Melissa Mackinnon. While our Labour Community Services Director will again be Bryan O’Bunsawin. With the new secretary all SDLC delegates will now get meeting minutes in advance of all future meeting and insure the success of a possible monthly newsletter

The Labour Day Parade was held again this year. The enthusiastic crowd had a great time. The “Women of Steel” attended the meeting in January, because they have volunteered to plan next year’s Labour Day celebrations. Watch for it!

### **UPCOMING EVENTS**

- **Day of Mourning:**

April 28<sup>th</sup> at Civic Square – check with your unit chair for more information a few weeks before the date.

- **Labour Day Parade**

September 1<sup>ST</sup> – watch for updates

- **Kyoto Accord**

Conference on environmental issues to be held at Laurentian University in October.

Remember, you can make a difference... Plan to attend one of these events and show your support for labour.

*Bob Lesk*  
*SDLC Representative*

### **WOMEN OF STEEL**

*Linda Boyd*

**T**he Women of Steel continued to be very busy throughout 2002! We organized, participated, and were involved in many events during the last couple of months.

### **Contacts**

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

### **Singing Group**

On December 1<sup>st</sup>, the Women of Steel Singers visited a local Senior Citizen's Residence to spread some Christmas Cheer. We did some Christmas singing and brought Christmas cookies and treats for the residents. It was a very pleasant afternoon as the residents enjoyed our singing

and we thoroughly enjoyed our visit with them.

Following the Christmas visit to the Senior's residence, the Women of Steel singing group ended our year with a Pot-Lock Dinner.

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

### **General Meeting & Health Forum**

On November 5<sup>th</sup>, we hosted a Local 2020 Women's "General Meeting & Health Forum" at the Steel Hall in Sudbury.

We were delighted to have Nancy Hutchinson, Steelworkers National Director of Safety & Health as a special guest speaker. Nancy spoke about how she got involved in Safety & Health and about what kind of issues she's seeing in the workplace these days. Nancy encouraged all of the Women present to be activists in Safety & Health and within our Union.

Another guest at the meeting was Wayne Glibbery from the Workers Health & Safety Centre in Sudbury who spoke about the importance of maintaining Safety & Health in the workplace and about the resources that are available to workers.

All of those in attendance agreed that the speakers were excellent: interesting and very motivational. As usual, we ended the meeting with refreshments, prizes and a chance to socialize and meet members from other Local 2020 work places. It was quite apparent that the women are interested in having more of this type of meeting, where they can get together with women from

other workplaces and talk about their issues.

The next Women of Steel general meeting will held sometime in the spring – Watch for Posters in your work place!

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
Lise Sauve-Gingras	Falconbridge
Terri Nugent	SuperVent Parry Sound
Robby Steed	Crisis Centre North Bay

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## NEOAC Report

### NORTHEASTERN ONTARIO AREA COUNCIL

Just as locals meet on a monthly or bi-monthly basis to deal with the issues of the membership, District 6 is set up with a network of area councils that convene (generally quarterly) to discuss successes and challenges the locals within their boundaries are facing.

In Northeastern Ontario, each local is allowed two voting delegates at these meetings and up to five additional members who may provide input in all discussions but who do not vote. This voting structure was set up to ensure that the larger locals would not dominate motions.

In addition, information from the district is passed down to the delegates by the Area Coordinator (Dave Mellor), and the Area

### *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  
or  
By Fax to ( 705) 675-1039

Council Leadership Team Representative  
Gary Quig.

### *Report from the September 12 Area Council Leadership Meeting:*

Wayne Fraser reported that the Union has been experiencing difficulty collecting dues from some employers and requested that locals attempt to negotiate appropriate language where this is a problem.

Wayne also spoke about the International Convention and two issues that will impact on us ~ first the change in dues distribution, and second ~ the seat created on the executive for the Canadian National Director.

This second item was one that was talked about a lot during the Country wide tour of the Task Force on the state of the Canadian union. All were pleased to hear that this, and the communications piece (from which the Area Council Leadership team sprung) were implemented. It is gratifying to know that the Union is listening to the rank and file.

Brad James (Corporate strategist) reported on Strategic Campaigns. We are all aware of the Westray fight and the International Campaign mounted against Bridgestone.

While ultimately successful, both of these fights were launched after the fact and might have been more effective had we been more proactive. Brad outlined a plan to hit “bad actors” before a strike or lock out is in place by accessing information on their financial position, as well as corporate partners, community partners etc...

Brando Paris (Organizing) outlined the organizing drives within District 6 for 2002 to date including wins, losses, and active campaigns. Two of the losses, EXTRA Security, and Superstyle Furniture are being challenged at the Board. In the first instance, the board allowed the company to hold a vote at one location only forcing workers to travel some forty miles across Toronto. The Union’s challenge is that this placed undue hardship on many low wage supporters

In the second case, the employer brought two busloads of non-union supporters to the polling station, including supervisors from another plant who chanted “Union No” and other slogans while workers had to walk past them to cast their votes. The disturbing thing about these examples is that USWA seems to be the only union challenging the board’s decisions in similar cases.

The District has come out with a policy on long-term collective agreements. With the economy being as volatile as it is, we are being discouraged from negotiating anything over a three-year deal. What we agree to today in wages and benefits may not look so good five years down the road.

Marie Kelly (assistant director) reported on education in the district. In 2002, 5% of members in District 6 received Union training in one form or another. With membership sitting at slightly over 83,000, that adds up to over 4,000 members learning how to work better for you.

In District 6, 21 workplaces (1,485 members) were organized in 2002, including 3 who will come under the 2020 umbrella.

*Gary Quig*  
*Secretary Treasurer*

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## **BROTHERS & SISTER CARE AND SHARE**

At the October General Meeting, it was overwhelmingly accepted to donate \$500.00 in each of the 3 areas that Local 2020 represents.

Carol Fantin and her daughters Amanda and Katelyn, handed over a cheque for \$500 to



the Lions Club at the annual children’s telethon on December 7<sup>th</sup> in Sudbury.

In Parry Sound Terri Nugent, John Strickler and Mark Appleby accompanied by his daughters Natasha and Meghan, donated

\$500 to the Salvation Army on behalf of 2020.

## **FIRST ONTARIO FUND**

### **PAY YOURSELF FIRST**

**F**irst Ontario responds to tough times.

Most people know that recent times have been challenging for anyone who makes investments. First Ontario shareholders are included in this group.

First Ontario has restructured its venture portfolio and believes it is well positioned for much better performance. They did this by writing off investments in companies that were performing poorly. The focus is now on companies with the most potential.

First Ontario has brought all its investment management directly under its control. It now has direct representation on the boards of eleven of the twelve key companies, underlining its commitment to a direct hands-on approach.

These companies include:

- Lexicon Value Management Inc: A software development firm with a powerful business improvement/risk management software system that has caught the attention of some very large customers.
- Eco Waste Solutions Inc: A green technology firm that has invented an environmentally friendly method of disposing of sour gas burn-offs and other hazardous wastes.
- Computer Talk Technology Inc: A leading producer of voice response and call centre software, this profitable firm has strong growth potential.

- Nu-Gro Corporation (lawn and garden products) and Magnotta Winery Corporation (Ontario's third largest winery). A pair of solid public companies whose shares have increased in value over the past 18 months, despite the stock market downturn.

Like the USWA, First Ontario seeks strength in diversity. USWA members work in mines, as security officers, in universities, and just about anywhere you can think of.

First Ontario's investments are made up of a good mix of established and early stage companies ~ ranging from medical devices and environmentally friendly technologies to the manufacturing of circuit boards and wineries.

As always, when you invest in First Ontario you will get your RRSP entitlement plus an extra **30%** tax credit over and above. You can actually borrow the money through us at prime, defer the first payment for 90 days, and pay most of it when you get your tax return back with no early payment penalties. Wow! Talk about easy. Then pay the balance off over the next 9 months. Please read the brochure for more info.

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

**Bob Gagnon**

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### **UNIT 6600 OTP (INCO )**

**T**hrough the job posting process, we discovered that while we still had members on the 1998 recall list, an administrative assistant was hired in February

1999 in Mines Research. In meetings with the company, they agreed to fix the problem and this will result in payment of about \$140 000.00 to about 12 of our members who were recalled improperly, in addition, some of them will receive seniority for the period in question.

We have also just signed an interim letter of agreement on accommodated individuals (those who come into the unit from outside). The vacancy is of a higher pay grade than some of our current members now hold. Those members will be canvassed in order of seniority to fill that vacancy, provided they have the skills to do the job and the accommodated individual will fill the hole in the lower pay grade.

*Gary Quig -Unit Chair Inco*

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**MESSAGE FROM WAYNE  
FRASER**



**G**reetings to all of the 2800 members in Local 2020.

My roots are here in Northeastern Ontario. And as Director, there is not a day that goes by that I do not use the many lessons I learned from members of our Union in Northern Ontario.

The United Steelworkers achieved a great deal in 2002. We bargained strong agreements in almost every sector of the economy. We helped over 1,800 people across Ontario and the Atlantic Provinces join our Union. We maintained our leadership role in the labour movement with our effective political action and lobbying.

In 2002, I was privileged to play a role in many sets of negotiations (such as Stelco in Hamilton, University of Toronto, Ivaco in Hawkesbury, University of Guelph) and I plan to do more of that in 2003. Collective bargaining is the cornerstone of our Union and I plan to keep my promise to work with our local unions and our staff to strengthen our bargaining muscle.

This year we will bargain more than 250 collective agreements covering at least 31,000 members of our Union. In addition to the important negotiations this spring at Inco in Sudbury and Port Colborne (and I plan to be in Inco bargaining this year, as usual), this list includes such large employers as the Ottawa Congress Centre, Brunswick Mining and Smelting in Bathurst, NB, National Steel Car in Hamilton, and Trenton Works in Trenton, NS. As well, thousands of Steelworkers who are security guards are seeking new contracts in 2003, as will hundreds of call centre employees at Telespectrum Worldwide Canada Inc., in St. Catharines and Omega Direct Response Inc. in Sudbury.

While each set of negotiations is unique, there are common goals that we will push hard at every bargaining table, such as decent pensions, wage increases, employment security and the health and safety of our members on the job.

By the time that you read this, a new leader of the federal New Democratic Party will have been chosen. I backed Jack Layton, but regardless of who wins I know that our Union will work hard to continue the momentum built up by the NDP in the last few months. Support for the party is up across Canada. And Steelworkers in Northeastern Ontario know very well the need for strong NDP representation in the federal and pro-

vincial legislatures. So let's also rededicate ourselves to building a strong and progressive NDP voice in the federal and provincial legislatures.

In solidarity,

*Wayne Fraser,  
Director, United Steelworkers District 6*

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## **NEGOTIATIONS UPDATE**

**T**he union is currently involved in negotiations on many fronts. First agreement negotiations are presently underway at the Y.W.C.A., Genevra House, Sudbury

Neutrino Observatory (S.N.O.) and at Northern Logistics Trucking. In addition renewal negotiations are currently in motion with Mike Douglas Chrysler Inc., Municipalities of Markstay & Warren and with Journal Printing. The members at the Salvation Army Centre and Bridges by Brother T's have recently signed agreements. Local 2020's largest unit at OMEGA have recently elected its bargaining committee and preparations for negotiations are in the early stages. 2003 appears to be a busy year at the bargaining table with a further 18 other contracts up for renewal during the year. In addition, this is also the year that local 6500 and Inco get down to serious bargaining.

### **SCHEDULED UNION MEMBERSHIP MEETINGS FOR 2003**

February 18	Tuesday	7:00 p.m.	Steelworkers Hall, Sudbury
February 19	Wednesday	1:00 p.m.	Steelworkers Hall, Sudbury
February 19	Wednesday	7:00 p.m.	Sibbitt Bldg.-North Bay
February 20	Thursday	5:00 p.m.	Library - Parry Sound
April 15	Tuesday	7:00 p.m.	Steelworkers Hall, Sudbury
April 16	Wednesday	1:00 p.m.	Steelworkers Hall, Sudbury
April 16	Wednesday	7:00 p.m.	Sibbitt Bldg.-North Bay
April 17	Thursday	5:00 p.m.	Library - Parry Sound
June 17	Tuesday	7:00 p.m.	Steelworkers Hall, Sudbury
June 18	Wednesday	1:00 p.m.	Steelworkers Hall, Sudbury
June 18	Wednesday	7:00 p.m.	Sibbitt Bldg.-North Bay
June 19	Thursday	5:00 p.m.	Library - Parry Sound
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
December 11	Thursday	5:00 p.m.	Library - Parry Sound





## INSIGHT

Official publication of the  
United Steelworkers of  
America, Local 2020

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

## NEWS AND 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*

## 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

*The Sudbury Palliative Care Association which was established in 1986 provides physical, emotional and spiritual support to more than 300 families of terminally-ill individuals each year.*

