

INSIGHT 2020

Volume 2, Issue 1

Local 2020 Newsletter

March 2000

PRESIDENT'S REPORT



Brian Hajdukiewicz

Over the past few months there has been numerous changes within the Steelworkers organization in Sudbury, Toronto and Pittsburgh. As you know Leo Gerard has been appointed President of the United Steelworkers of America. Leo has done tremendous work for the Steelworkers here in Sudbury and has also played a major role in the community. We should be very proud and supportive in having someone from Sudbury hold such an important position.

Also, Wayne Fraser has been appointed as Assistant to the Director of District 6, Harry Hynd. Once again we have someone from Sudbury holding a key position within the Steelworkers organization. Although it is sad to see such dedicated leaders leave this area we can be content with knowing that the North will not be forgotten. Also, Dave Mellor will fill in as Area Coordinator until an official appointment is made, and Dan O'Reilly has agreed to go on Staff in the Sudbury Office. I would like to congratulate, both personally and on behalf of 2020, Leo, Wayne, Dave and Dan. The Local 2020 Executive has unanimously pledged support to both Leo Gerard and Wayne Fraser for the up and coming International Elections that will take place November 20, 2001. I would strongly suggest that all members of Local 2020 also pledge their support to both Leo and Wayne when election time rolls around.

Training is still a priority for the Local. We have started the new year with training in Health and Safety (Level 1), Stewardship (Level 1) and Facing Management. We are also looking at way to start training, in "You and Your Union", a course that allows the member to come to the hall for a day to learn about the structure of the Union and the resources that are available.

FAREWELL



Wayne Fraser

This article was written from the District Office in Toronto on March 5th in the midst of a tremendous blizzard. I foolishly believed that in my new position as Assistant to the Director in the City of Toronto, I would escape the wrath of winter – I guess not.

Enough about the snow. I would like to personally thank the members and leadership of Local 2020 for their tremendous support while I worked in the Sudbury office. As you know, my career in the North expanded over thirty years, and during this period I was privileged to work with some very talented leaders and serve a very educated, militant membership. It was a very difficult decision for me to leave the North because of the good friends I leave behind. However, I love my union, and I sincerely believe that in my new position I will make a positive contribution, and influence change for the betterment of our members throughout our beloved institution.

I am very pleased with the fact that Dan O'Reilly, former President of Local 6500, accepted the position of Staff Representative, working out of the Sudbury Area Office. I have worked with Dan for many years, and I know that with his knowledge and experience, the members in Sudbury will be well served.

Dan will compliment the excellent staff of Dave Mellor, Gerry Loranger and Jim Kmit, and of course, Kimberly Komarechka.

I would like to congratulate our members at the Community Counseling Centre in North Bay, who ratified a new contract late in the summer of 2000 after a lengthy battle on the picket lines. This struggle was a direct result of a selfish employer who refused to recognize the solidarity of our members and their gutsy determination to fight for a decent

contract. It was a tremendous victory for our members in Local 2020.

Our members at the Salvation Army Addictions and Rehabilitation Centre also had to fight for their first contract by walking the line. Another case of an employer who underestimated the will and solidarity of our members to fight for a decent Collective Agreement. Congratulations, and welcome to your union, the United Steelworkers of America Local 2020.

Our Union and its leadership has a great reputation for negotiating good, solid, balanced agreements without the use of strikes, however, employers need to understand that we will fight back when we need to.

One of the final tasks I completed before I came south was to head up negotiations with our Office, Clerical and Technical members at Falconbridge. It was a real privilege working with a very talented negotiating team. The contract is excellent, as demonstrated by the 86% vote of acceptance. Our members' patience and support of their negotiating team made this all possible.

Finally, let me thank all the members of Local 2020 for their solidarity and financial support to the brothers and sisters of Mine Mill/CAW during their 7 month strike.

Let me close by once again thanking you for your friendship.

Be good STEELWORKERS!

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.

INSIGHT is published quarterly and committees are requested to submit before the following deadlines: June 1st, September 7th and November 30th, 2001, with meeting and press days on June 8th, September 14th and December 7th.

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***

VICE PRESIDENT'S REPORT

The negotiations at Falconbridge for our Unit 6855 are over and although we did not get everything that we wanted, it was still a fair contract offer that was accepted by our members. Negotiations have left me with no time to do my other duties and I thank Brian Hajdukiewicz for filling in for me, his help was greatly appreciated.

The Assistant to the Director of District 6, Wayne Fraser and our new Staff Representative Dan O'Reilly's guidance and help at negotiations was invaluable and we wish Wayne the best in his new endeavors.

It's funny the way the term Union is used. I often hear that the Union has done this or the Union has done that. The Companies that we all work for say I would like to give you that but the Union will not let us or we would like to do that but your Union will not let us.

"Who is the Union ?" you might ask:

Well to me the Union is you. Get involved, start attending meetings and finding out what is happening in your Unit and in your Local Union 2020. If there are problems in your workplace talk to

the Stewards and get the answers and the next step is to talk to your Unit Chairperson and then give the Steel Hall a call and we will try to help. Get involved. Become a Steward or a Health and Safety Representative.

Read and understand your Collective Agreements and exercise your negotiated rights. The next time you hear that the Union did this or the Union did that remember that “you” are the Union.

Pat Dopson

Sudbury and District Labour Council

Report by Bob Lesk

The Sudbury & District Labour Council is proud to say that Local 2020 has the distinction of holding the record for “Best Attendance” with 7 delegates at each SDLC meeting. This is a reflection of Local 2020’s concern over local issues.

The function of the SDLC is to support the Principles and Policies of the CLC (Canadian Labour Congress) and to promote the interests of the affiliates of the SDLC and generally to advance the economic & social welfare of workers and their families.

Linda Aho, Secretary, for the SDLC, has been appointed co-chair for the United Way Campaign for the year 2001. This is a challenging position for a worthwhile cause and Linda, as always will do a great job.

UPCOMING EVENTS

A service will be held at Civic Square on Saturday, April 28, 2001 at 10:00 in recognition of “A Day of Mourning”. This annual event honours all of those who have been injured or killed while on the job or have become victims of an industrial disease

Watch for the Sudbury District Labour Council flyer announcing this years spring educational program. The flyer will be available on May 11 and 12, 2001.

This years Labour Day Parade which will be held on September 3rd promises to be bigger and better than ever. Floats, bands and a BBQ (provided by Local 6500) are all part of this fun filled family event. Come on out, get involved and enjoy the fun.

This year the Sudbury & District Labour Council will offer two \$500.00 bursaries for the labour studies program offered at Laurentian university, one which is offered annually and the second in honour of Leo Gerard.

If you would like to get involved in any of the upcoming events or require more information on how to apply for the bursary contact Bob Lesk at 525-3160 or 675-5178.

A Community Lecture

“Organized Labour “ & “The Global Economy”

Leo Gerard, International President of USWA, will present a lecture on “Organized Labour and the Global Economy” at Laurentian University, Fraser Auditorium, on March 21, 2001 at 7:30 p.m. Presented in partnership with Laurentian University Labour and Trade Union Studies, The Global Ambassador Partnership Program, USWA Local 6500, Local 2020, and The Sudbury and District Labour Council. This is sure to be an interesting and inspiring lecture. A light lunch will follow.

For “Free Tickets” please contact

Bob Lesk at 525-3160 or 675-5178
or
Steelworkers Hall at 675-2461 ext 242

Pay yourself first

Bob Gagnon

Wow! Another RRSP season is behind us and I would like to congratulate everyone who plans for their retirement seriously and invests in RRSP vehicles. I especially want to acknowledge all the people who invested in First Ontario Labour Sponsored Fund again this year. We had a great season with a good increase in the Fund that will allow the Fund to continue its worthwhile investment strategy. They will continue to improve the Ontario economy while creating jobs and ensuring a good return for investors. On a personal basis my sales were nearly \$380,000, which is again a new personal best.

You know when you get an extra 30% tax credit over and above the RRSP entitlement it goes a long way

to covering 60 to 80% of the original cost of the investment. As a matter of fact when you get down to it you realize that the real value of the 30% tax credit is much higher because you don't claim it as income. To get 30% of an investment in your pocket it would generally have to pay 45 to 60% because you normally have to pay taxes on it. If you do the math you will get the real picture. This year you can contact me at any time to invest instead of waiting for the usual RRSP season.

We have many Units out there who do not have company pension plans. If yours is one of them and there is interest in forming a group RRSP plan through payroll deductions contact me for the specifics. By law the company must comply if 50 employees request it. The neat thing about it is you get to do it with pre-tax dollars. What that means is a \$100 per pay invested in a First Ontario Group RRSP would drop your paycheck by only \$30 to \$40 because your tax benefit is taken into account immediately.

So start planning today for this year's RRSP. Call me for any info at 673-3976 & leave message.

WOMEN OF STEEL

The Women of Steel Steering Committee met on March 8, 2001 to continue planning and make decisions on what projects we will work on immediately and discuss ideas for long term.

The purpose of the Women of Steel Committee is to educate and include women members and to encourage them to take on more active roles in the Union and to ensure that women are represented in decision making and bargaining and that their issues are brought forward.

The Women of Steel Steering Committee would like to form a network of women from all of the bargaining units. If you or someone in your unit is interested in working with the Women of Steel Steering Committee, please contact one of the Committee members.

Linda Boyd	Linda Lafleur
Terri Nugent	Carol Fantin
Robby Steed	Sandy Cameron
Lise Sauve Gingras	

Women of Steel Singing Group

All Women of Steel are invited to be part of the Women of Steel Singing Group. The first meeting and practice will be held at the Steel Hall in Sudbury on Saturday, March 24th, 2001 at 1:00 p.m.

We want to emphasize that everyone is welcome and that no special talent is required. Just bring your sense of humor and any musical instruments that you might play and please, no Baby Grands. The order of the day is just to enjoy ourselves.

What is Shift Work?

Shift work has been defined as working outside "normal" daylight hours (i.e. 9am to 5pm). Shiftwork is different from workplace to workplace. At some workplaces, workers are on permanent shifts while at others, workers rotate.

Why does shift work affect us?

Circadian Rhythms

Our bodies are governed by an internal clock that works to repair and maintain operation of our bodies throughout a 24 hour day. A variety of physiological functions show distinct rhythmic changes in the course of a 24 hour period. For example, physiological functions such as heart rate, and body temperature, are lowest around 4:00 am and peak in mid-afternoon.

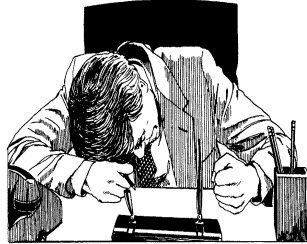
The body's circadian rhythms are thought to be regulated by several separately operating "biological" clocks that maintain the normal functioning of our bodies. Circadian rhythms are reset every 24 hours by environmental cues, such as light and dark. For example, body temperature decreases at night and increases during the day.

The human body is meant to be active during daytime hours, while during night time hours it is meant to sleep which allows it to recover and replace energy. Working at night and sleeping during the day is opposite to the body's biological clock and what the body naturally wants to do, this means it

may not recover properly and sleeping can be difficult.

Performance

- circadian rhythms have been found to be associated with changes in performance
- job performance varies over the 24 hour day, with the low point occurring very late at night or very early in the morning
- some basic human physiological functions are closely associated with performance, therefore depressed physiological functions at night-time suggest that humans may not be well suited for working at night
- performance on the night shift can be affected by:
 - the type of shift of system
 - the nature of the task(s)
 - the performance demands of the task
 - adjustments to tasks and shifts
 - individual differences



For further information on this subject or any other occupational health issues contact the Occupational Health Clinic for Ontario Workers Inc.
1780 Regent Street South
Times Square mall
Sudbury, Ontario P3E 3Z8
Toll Free: 1-800-461-7120
Tel: (705)523-2330

QUICK THINKING SECURITY OFFICER AVERTS DANGEROUS SITUATION

Laura Rawlyk of Burns International Security Services was on duty at St. Joseph's Health Centre in the Emergency Room on Tuesday November 9, 1999. As she stood talking to Sergeant Gary Lavoie of the Sudbury Regional Police in the security office, a patient approached the sergeant from behind and reached for the officer's gun. In the confined space of the office, Laura was able to come to the assistance of the officer and pull the

patient off of the Sergeant and push him to the ground. She then aided the sergeant, who received minor injuries in the ensuing scuffle, to handcuff the assailant.

Laura's ability to respond quickly to an unexpected threat and therefore avert a potentially dangerous situation won her the "Guard of the Quarter" award. Congratulations to Laura on a job well done!

Workplace-Specific Hazard Training For Certified Members Is The Law!

Recently the province gave Ontario workplaces a deadline of December 31, 2001 for completing *Part Two of Certification Training* for certified members of joint safety and health committees. This means that each certified union and management certified member must take workplace-specific hazard training appropriate to their workplace.

To identify what training is necessary the employer, in consultation with the committee, must conduct a hazard assessment. This would be done by reviewing documentation such as: the WHMIS inventory and Material Safety Data Sheets for the area, WSIB reports, incident/illness records, committee meeting minutes, a walkabout survey and information provided by workers.

You must then determine which of the hazards identified has contributed to a workplace injury or illness, has the potential to cause a future injury or illness, and the severity of the injury or illness that could occur from the hazard. This will form the basis for your assessment of what hazard specific training is required.

So where do you get this training? There are numerous agencies that can provide some form of hazard specific. The one with the broadest range of available programs is the Worker's Health and Safety Centre. They currently have 56 modules developed covering the broadest range of topics. You can contact them by calling (705)-522-8200, viewing their website at www.whsc.on.ca or visiting their office at 1780 Regent Street in Sudbury.

This training need not be restricted to just your

certified members. Your committee may consider giving some or all the training to other committee members or workers on the floor. A safe workplace is dependent on a knowledge of the hazards. Its available, so use it.



INSIGHT
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Opinions expressed within *INSIGHT* are

Scholarships

The education fund of the United Steelworkers of America is offering seven scholarships in District 6.

Applications must be submitted no later than June 30, 2001 and must be accompanied by an essay of approximately 1000 words dealing with one of the following topics.

- The value of unions in a democratic society
- The role of unions in the 21st century
- Unions and the political process in Canada

For applications forms and information regarding essay requirements call the Steel Workers Hall at (705) 675-2461 ext 242.

Golf Tournament a Success



Gary Quig, Unit Chair for Local 2020 (Inco Office Clerical & Technical unit) is seen presenting a cheque to Angela Paquin, a volunteer and Peggy Fera, Executive Director of The Sudbury Regional Palliative Care Association in the amount of \$1,100.00.

The Sudbury Regional 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.

Congratulations to co-conveners Bob Gagnon, Gerry Dionne, Gary Quig and everyone involved with organizing this Charity Golf Tournament. A special thank-you to Kimberly Komarechka.