United Steelworkers
YOU AND YOUR UNION

66 Brady Street
Sudbury ON
P3E 1C8
705-479-2020
www.uswlocal2020.ca

August 2026

Welcome to USW Local 2020

This booklet gives you a basic overview of your union, your rights at work, and where to go for help. You do not need to know everything right away. The most important thing to remember is that you are not alone. If you have a question about your workplace, your collective agreement, health and safety, benefits, disability claims, or a problem with management, contact your steward, unit president, or the Local 2020 office.

THE "YELLOW SHEET"

SUMMARY OF THE CANADIAN STAFF POLICY AND PROGRAM AGAINST WORKPLACE HARASSMENT AND VIOLENCE AT INTERNATIONAL UNION WORKPLACES & INTERNATIONAL UNION EVENTS

The Union is committed to providing a harassment- and violence-free environment at all Union workplaces, meetings, events, and activities. Mutual respect is a basic part of being a trade unionist.

Harassment and violence are serious. They can make people feel unsafe, humiliated, excluded, or uncomfortable. Harassment and violence also weaken solidarity, which is the foundation of our union.

Harassment can include unwanted comments or conduct, including conduct that happens online or through communication technology. It may be based on race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, sex, gender identity, gender expression, age, record of offences, marital status, family status, disability, language, or another protected ground. Harassment can also include bullying, personal harassment, psychological harassment, sexual harassment, or racial harassment.

Violence includes threats, attempts to use physical force, or the use of physical force that could cause physical or psychological injury or harm.

The Union and Local have a policy for receiving, investigating, and addressing complaints of harassment and violence. If you experience or witness harassment or violence at a Union workplace, meeting, event, or activity, contact your union representative or the Local 2020 office.

Benefits of Belonging to the United Steelworkers

A Say at Work

With a union, the people who do the work have a say in how things operate. By law, your employer must bargain with our Union. USW members propose ideas for the kinds of rights, benefits, and wages they want for themselves and for their families. Elected members and staff form a negotiating committee that bargains with your employer. The result is a collective agreement, a legally binding document. When your pay, benefits, and other working conditions are written into a collective agreement, the employer cannot change them on its own.

Our collective agreements have problem-solving processes called grievance procedures. This means we can speak out about problems on the job without fear of retaliation. Mechanisms like labour-management committees provide ways for the two sides to build constructive relationships based on respect.
Each year, the USW trains hundreds of members in bargaining, grievance handling, and helping co-workers address problems. If a Union member feels their rights have been violated, they have access to Steelworker stewards and other local union leaders.

Many laws affect our work rights and quality of life. For this reason, Steelworkers actively push for stronger laws to improve labour standards, protect wages and pensions in bankruptcies, strengthen Medicare, regulate fair international trade, and more.

Equality at Work

The negotiated rules in your USW collective agreement mean that it is harder for the employer to play favourites.

But equality at work is more than that. Canada's union movement worked hard for the right for new mothers to return to the same job they left when their baby was born. They also worked hard for decent systems of paid maternity and parental leave.
Each year, the USW delivers anti-harassment training to thousands of workers and managers. Steelworker local union leaders, activists, and stewards work hard to ensure employers have fair anti-harassment policies and live up to them.

We also help negotiate return-to-work and accommodation agreements to suit members' physical abilities, religious needs, and gender identities.

Job Security and Protection from Arbitrary Discipline

Having a union gives us input in restructuring, cost-cutting, contracting-out, and other decisions that can affect job security. In most cases, seniority must be considered in layoffs, transfers and other job changes.

Union members have protection from unfair discipline and firing through a grievance procedure. With the support of Steelworker stewards and staff, we can challenge management decisions that we believe are not justified.

Healthy, Safe Workplaces

The USW is a leader in health and safety. The legal rights that workers enjoy across Canada are thanks to a 1974 strike by USW members at a uranium mine in Ontario. They walked off the job to protest high death rates from cancer in their community.

As a result, we now have the right to refuse dangerous work, the right to know about hazards in the workplace, and the right to participate in joint workplace committees.

In Steelworker workplaces today, volunteer union members sit on joint health and safety committees. They do their best to keep our workplaces safe, and our union supports them with training and other services. Our union lobbies at the national and provincial levels to enforce existing health and safety laws and to improve them.

Better Wages and Benefits

Unionized workers have better benefits than workers without a union. We are 30% more likely to have health benefits. Almost 80% of us are covered by a pension plan or group RRSP, compared to 32% of non-unionized workers.

And we earn better wages:
Because wage rates are written into our collective agreements, we know when to expect a raise and how much it will be.

USW: Unity and Strength for Workers

Being a USW member is more than a chance to exercise your rights at work – it is also an opportunity to expand your own skills, build new friendships, and see the world through new eyes. Working people of all backgrounds, languages, races, and life experiences come together in the USW for the common purpose of improving our families' lives.

Local 2020 Union Officers

President: Stephanie Gunson (GardaWorld) sgunson@uswlocal2020.ca
Vice-President: Herb Watkins (Magna Mining) hwatkins@uswlocal2020.ca
Recording Secretary: Jennifer Skiffington (Community Living Mattawa) recordingsecretaary@uswlocal2020.ca
Financial Secretary: Steve Boulard (Enbridge) sboulard@uswlocal2020.ca
Treasurer: Sheri Hawkes (Vale)
Trustee: Jean Marc Millette (Glencore)
Trustee: Andrea Heacock (YWCA)
Trustee: Dan Chisholm (Almex)
Guide: Cory Rogers (Fisher-Wavy)
Outside Guard: Eric Lachance (Glencore)
Inside Guard: Lynn Heikkila (Vale)

Staff Rep/Area Coordinator: Pascal Boucher
Staff Rep: Patti Wells
Staff Rep: Mike Scott
Staff Rep: John Goldthorp

Disability Services Reps: 705-479-2020 ext 229
Elizabeth Machum emachum@uswlocal2020.ca

USW Local 2020 Contact Information

Who Should I Contact?
If you have a workplace question or concern, start by contacting your union steward or unit president.

Contact the Local 2020 office if you need help finding your steward or unit president, have questions about disability services, need information about education or scholarships, or are unsure where to begin.

Office: 705-479-2020
Fax: 705-673-0985
Email: 2020admin@uswlocal2020.ca
Website: www.uswlocal2020.ca

Each unit has its own unit president, union stewards, and health and safety representatives.

International Officers and Executive Board

I. International President: Roxanne Brown

II. International Secretary-Treasurer: Myles Sullivan

III. International Vice-President (Administration): Emil Ramirez

IV. International Vice-President (Human Affairs): Kevin Mapp

V. National Director for Canada: Marty Warren

VI. International Vice President at Large: Amber Miller

VII. International Vice President: Luis Mendoza

VIII. 12 District Directors

Number of Districts

There are 12 districts within the International Union. Three are in Canada: Districts 3, 5, and 6. Local 2020 is part of District 6, which covers Ontario and Atlantic Canada.

District 6 Contact Information:

District 6 Director: Kevon Stewart

Assistant to Director: Charlie Scibetta

District Co-ordinator: Anita Bryan

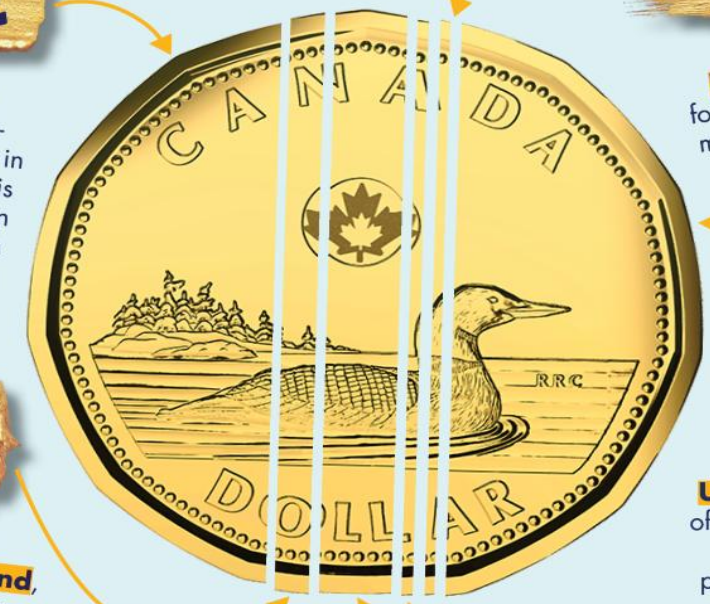
Education Co-ordinator: Amanda Zakhour

UNITED STEELWORKERS, District 6
200 Ronson Drive, Suite 300
Etobicoke, Ontario M9W 5Z9
Telephone: (416) 243-8792
Fax: (416) 243-9573
Home Page: www.usw.ca/districts/6

UNITED STEELWORKERS
National Office
800 - 234 Eglinton Avenue East
Toronto, Ontario M4P 1K7
Telephone: (416) 487-1571
Fax: (416) 482-5548
Home Page: www.usw.ca

HERE IS HOW EACH DUES DOLLAR IS USED:

UNITED STEELWORKERS USW MÉTALLOS



44¢

Goes to your **local union** – YOU have a say in how this money is spent, both within your local and in your community.

1¢

Goes to the **Education Fund** for programs that train members on a variety of topics.

44¢

Goes to **Overall Union Services** that offer trained Staff Reps, legal resources, pension specialists, EI advocates and more - to help protect your voice and priorities.

3¢

Goes to the **Organizing Fund**, which helps give unorganized workers the same chance to form their own union and have a voice.

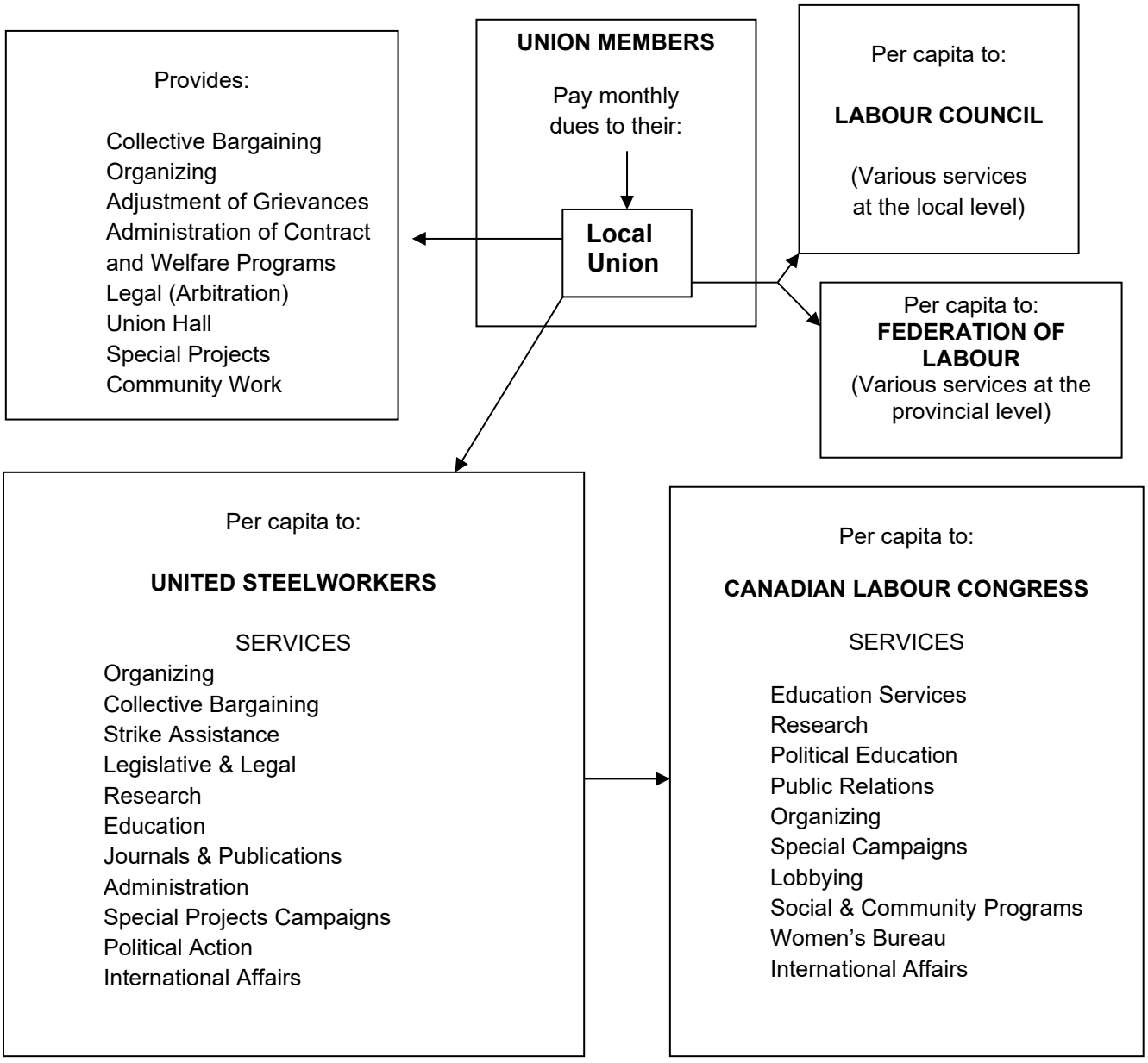
7¢

Goes to the **Defense Fund** to give locals strength when bargaining with employers and ensure workers receive a fair share of their company's success.

1¢

Goes to the **Political Action Fund** to help lobby the government on issues that affect your job, economic security and protects workers rights.

The Services Your Dues Dollars Provide:



Where Do Local 2020 Steelworkers Work?

Local 2020 is an amalgamated local. This means we have multiple workplaces unionized under our local union. We represent over 60 different workplaces.

Local 2020 Steelworkers work at:

2020-05 – Vale OTP Canada
2020-06 – Rahnmet Inc.

2020-08 – Norvent Ventilation
2020-09 – Triple M Metals
2020-11 – Nipissing Community Legal Clinic
2020-12 – Crisis Centre North Bay
2020-13 – Glencore Operations (Sudbury Integrated Nickel)
2020-14 – Orica – Coniston
2020-15 – Basin Custom Machining
2020-20 – Fisher-Wavy Inc.
2020-21 – Municipality of Markstay-Warren – Outside
2020-22 – Bristol Machine Works
2020-24 – Journal Printing
2020-25 – Sudbury Counselling Centre
2020-26 – Talevi Welding
2020-28 – Drolet Independent
2020-29 – Southside Chevrolet
2020-30 – OHCOW
2020-31 – Doyle Dodge
2020-32 – Air Liquide
2020-33 – Noront Steel Limited
2020-34 – GDI Services (CW Services)
2020-37 – Sudbury Community Legal Clinic
2020-39 – Quality Inn
2020-40 – Walden Welding
2020-46–2020-48 – Enbridge Gas
2020-49 – Reliance Comfort – Sudbury
2020-50 – Almex Canada Ltd.
2020-51 – Selkirk Canada

2020-53 – Salvation Army
2020-55 – Magna Mining
2020-57 – YWCA
2020-59 – SNOLAB Institute
2020-60 – Wabi Iron & Steel
2020-62 – Kirkland Lake Power
2020-63 – Garda Airport Screeners
2020-66 – Laurentian Child & Family Centre
2020-68 – Fisher Wavy – CRF
2020-69 – VitalAire Canada
2020-70 – Tank Truck Transport
2020-72 – Hampton Inn/Homewood Suites
2020-73 – Securitas
2020-75 – Garda Security
2020-76 – Municipality of Markstay-Warren – Inside
2020-77 – Gateway Casinos
2020-78 – Sudbury Downs
2020-80 – Municipality of French River
2020-83 – Caisse Populaire Mattawa
2020-84 – Columbia Forest Products
2020-85 – Community Living Mattawa
2020-87 – Reliance Comfort – Barrie
2020-88 – Holiday Inn
2020-90 – Kirkland Lake Volunteer Firefighters
2020-91 – Reliable Cleaners
2020-92 – Synterra Security
2020-93 – Synergy Security

2020-94 – Northway Bus Lines
2020-95 – Alouette Bus Lines
2020-98 – Vale Protection Services

United Steelworkers Scholarships

The United Steelworkers has a proud tradition of supporting education for members and their families. Scholarships and bursaries may be available through USW Local 2020, USW District 6, and the United Steelworkers Canada-wide programs.

Local 2020 encourages eligible members and their families to apply for the Jane McMurray Memorial Bursary. Jane was a long-time activist with USW Local 6600. This bursary was created in her honour to recognize her work ethic and caring personality.

The Jane McMurray Memorial Bursary awards one $1,000 bursary and two $500 bursaries to children of a present or retired Local 2020 member who will be attending a full-time course of study leading to a diploma, certificate, or degree from a recognized college or university.

Applications may be submitted to:
USW Local 2020
66 Brady Street
Sudbury, ON P3C 1C8

Applications may also be submitted electronically to sgunson@uswlocal2020.ca.
For more information, visit: http://www.uswlocal2020.ca/scholarships/.
For information about other USW scholarships and deadlines, visit www.usw.ca.
Scholarships are awarded in July of each year, please refer to the website for deadline details.

USW Education

USW education helps members understand their rights, build confidence, and take part in the union. Training is available for members who want to learn more about their workplace, their collective agreement, health and safety, and union involvement. Training may include:

- Stewards Training
- Health and Safety
- Duty to Accommodate

- Bargaining to Win
- Promoting Mental Health
- Bill 132

Course availability changes throughout the year. Members should check the Local 2020 education calendar or contact the Local 2020 office for current course information and registration.

USW Local 2020 Disability Services

USW Local 2020 offers disability services to members. This is a free service provided to our membership.

Disability Services can assist members with workplace injuries, non-work-related injuries or illnesses, WSIB claims, short-term disability, long-term disability, CPP disability, employment insurance issues, accommodations, and return-to-work matters.

Representatives can help members understand forms, appeals, medical documentation, workplace accommodation, and the return-to-work process.

If you are injured, become ill, or need help navigating a disability-related issue, contact the Local 2020 office.

Disability Services: 705-479-2020 ext. 229

Complaints and Grievances

What is a Complaint?

A complaint is a concern or issue that does not involve a violation or the interpretation of the collective agreement, the Human Rights Code, or other labour-related legislation, or improper discipline and is therefore not a grievance.

The concern or issue may be legitimate and worthy of follow-up during the next round of negotiations. But it is not a grievance because an arbitrator can only interpret and apply what is written in the collective agreement, the Human Rights Code, or other labour-related legislation, and may not add anything to them.

Do Not Jump to Conclusions!

Before deciding whether you have a grievance or just a complaint, your union representatives will have to do a thorough investigation. Think carefully about what is in the collective agreement and about the evidence you can or will be able to provide.

If in doubt, seek another opinion from your staff or union representative.

Types of Complaints

- Personal troubles and requests for advice
- Complaints about fellow workers
- Complaints against government agencies and local bodies
- Complaints against management not covered by the contract
- Borderline cases
- Complaints about the Union

What is a Grievance?
If you have a workplace problem and are wondering whether it may be a grievance, ask: Does it violate:

- the collective agreement?
- a federal or provincial law? e.g., employment standards? WSIB? the OHSA? human rights?
- a past practice in the workplace?
- the employee's individual rights? e.g., privacy? freedom from discrimination?

A grievance occurs when there is:

1. A **violation** by the employer of a worker's rights under the collective agreement, the Human Rights Code, or other labour-related legislation; and/or

2. A dispute between the Union and the employer over the **interpretation**, application, or compliance of the collective agreement, the Human Rights Code, or other labour-related legislation; and/or

3. **Discipline** that is improper, unjust, or excessive

Examples of Common Violations of Workers' Rights

Employment Standards

- Not paid for overtime
- Deductions from their wages for breakage, or penalties

- Not paid the minimum amount required under the collective agreement or employment standards legislation for reporting to work
- Not being given notice of shift or staff changes that affects them
- Unpaid “training” periods

Health and Safety

- Not receiving proper training
- Having to provide their own safety equipment
- Unsafe conditions not being fixed

Workers’ Compensation

- Being penalized for having an injury
- Pressure not to report an injury to WSIB, or retaliation for reporting an injury.
- Problems with WSIB claims

Human Rights

- Sexual and/or racial harassment
- Not being given a promotion because of age, race or gender

Basic Health and Safety Rights in the Workplace

The *Occupational Health and Safety Act* (OHSA) in Ontario

The OHSA gives **employers** the responsibility to

- keep a safe and well-maintained workplace.
- take all reasonable precautions to protect workers from illness and/or injury.
- provide information about the hazards in the workplace, proper safety equipment, training, and competent supervision.
- post the WSIB's In Case of Injury at Work poster and follow proper procedures in case of injury.
- post the Occupational Health and Safety Act in the workplace.
- have worker representation for health and safety. If there are 20 or more workers or if workers deal with a designated substance, the employer must have a Joint Health and Safety Committee (JHSC). Construction projects lasting more than three months with 20 or more workers must also have a JHSC. Workplaces with more than five, but less than 20, are required to have a health and safety representative.

Supervisors also have responsibilities in the workplace.

These include:

- providing a safe workplace and assigning safe work
- taking all reasonable precautions to protect workers from illness and/or injury
- informing workers about job hazards and training them to do their jobs safely
- providing supervision to ensure that workers work safely and use equipment and protective devices properly where required.

The Occupational Health and Safety Act set out the rights and duties of all parties in the workplace, as well as the procedures for dealing with workplace hazards and for enforcement as needed.

What Rights Does the OHSA Give to Workers?

Workers' rights under the OHSA are:

- The **"right to participate"** to be part of the process of identifying and resolving health and safety concerns. This right is expressed mainly in the requirements for JHSCs and representatives
- The **"right to know"** about any hazards to which they may be exposed. The requirements of the Workplace Hazardous Materials Information System (WHMIS) are an important example
- The **"right to refuse work"** that they believe is dangerous and, under certain circumstances, certified JHSC members can stop work that is dangerous

The Act prohibits reprisals against workers who exercise these rights

Do Workers Have Duties Under the OHSA?

Workers have a general duty to take responsibility for personal health and safety, which means they should not behave or operate equipment in a way that would endanger themselves or others. Section 28 of the OHSA lists additional specific duties:

- Work in compliance with the Act and regulations
- Use any equipment, protective devices or clothing required by the employer.
- Tell the employer or supervisor about any known missing or defective equipment or protective device that may be dangerous.
- Report any known workplace hazard or violation of the Act to the employer or supervisor.

- Workers must not remove or make ineffective any protective device required by the employer or regulations

The Internal Responsibility System (IRS)

Ontario's workplace health and safety system is based on the Internal Responsibility System (IRS). Under the IRS, everyone in the workplace shares responsibility for health and safety, including employers, supervisors, and workers. The amount of responsibility increases with the level of authority a person has in the workplace.

The IRS works by having workplace parties identify hazards, communicate concerns, and take appropriate action to correct unsafe conditions. Worker participation through health and safety representatives and Joint Health and Safety Committees is an important part of this system.

How Do Workers Participate in Workplace Health and Safety?

The main way that workers can participate in workplace health and safety is through exercising their rights and duties in a responsible manner and by supporting their JHSC.

The JHSC is made up of worker and management representatives, and it has the power to:

- Identify hazards.
- Obtain information from the employer.
- Make recommendations to the employer.
- Investigate work refusals.
- Investigate serious accidents or incidents.

What Can a Worker Do About Unsafe Conditions at Work?

Health and safety concerns should first be reported to the employer or supervisor. If the concern is not addressed, contact your worker health and safety representative, JHSC member, union steward, or unit president.

Workers have the right to refuse work they believe is unsafe. The OHSA sets out a specific process for work refusals, and that process must be followed. If you believe work is unsafe, report the concern right away and contact your union representative for assistance.

If the situation is not corrected, it may be reported to the Ministry of Labour, Immigration, Training and Skills Development.

What Should a Worker Do If Injured at Work?

An injured worker's priority should be to get proper medical attention. Ensuring that necessary medical treatment is provided is the responsibility of the employer. It may take the form of first aid from a trained co-worker, or it may require transportation for treatment at a hospital. The worker should tell the treating health care provider that the injury happened at work so the proper WSIB medical reporting can be completed.

The injury-causing incident must also be reported to the worker's supervisor or employer, so that the employer's responsibilities under the Workplace Safety and Insurance Act can be met. One of these responsibilities is the completion of a Workplace Safety and Insurance Board Form 7.

USW Local 2020 has a Disability Services Department with representatives who can help members navigate workplace injuries, illnesses, WSIB claims, accommodations, and return-to-work issues.

LOCAL 2020

SCHEDULED MEMBERSHIP MEETINGS FOR 2026

	Regular Business	
Tuesday February 10th	5:30 p.m.	Steelworkers Hall Sudbury
Wednesday February 11th	5:30 p.m.	Hampton Inn – North Bay
Thursday February 12th	5:00 p.m.	Parry Sound Library
	Regular Business	
Tuesday April 7th	5:30 p.m.	Steelworkers Hall Sudbury
Wednesday April 8th	5:30 p.m.	Hampton Inn – North Bay
Thursday April 9th	5:00 p.m.	Parry Sound Library
	Regular Business	
Tuesday June 9th	5:30 p.m.	Days Inn Sudbury
Wednesday June 10th	5:30 p.m.	Hampton Inn – North Bay
Thursday June 11th	5:00 p.m.	Parry Sound Library
	Regular Business	
Tuesday August 11th	5:30 p.m.	Steelworkers Hall Sudbury
Wednesday August 12th	5:30 p.m.	Hampton Inn – North Bay
Thursday August 13th	5:00 p.m.	Parry Sound Library
	Regular Business	
Tuesday, October 13th	5:30 p.m.	Steelworkers Hall Sudbury
Wednesday October 14th	5:30 p.m.	Hampton Inn – North Bay
Thursday, October 15th	5:00 p.m.	Parry Sound Library
	Regular Business	
Tuesday December 8th	5:30 p.m.	Steelworkers Hall Sudbury
Wednesday December 9th	5:30 p.m.	Hampton Inn – North Bay
Thursday December 10th	5:00 p.m.	Parry Sound Library