



PRESIDENT'S CORNER

SUCCESSFUL TRIENNIAL CONVENTION FOR OUR LOCAL 1-2010

Our Local held its Triennial Convention on April 18. I am very glad to report that the Convention was a success once again. As many as 65 delegates and 7 guests did attend the Convention. The Convention started with the welcoming address of the Hearst Mayor Mr. Roger Sigouin, followed by the Local's recognition and acknowledgement that we were gathering on Treaty 9 territory and the traditional territory of Objibwe/Chippewa, Oji-Cree, Mushkegowuk Cree, and Metis people, and continued for the whole day with numerous reports

pertaining to the Local Union's affairs. We also had the privilege and honour to host and listen to our very special guest speakers namely Brothers Myles Sullivan (District 6 Director), Kevon Stewart (District 6 Assistant to the Director), Jeff Bromley (USW Wood Council Chair), Scott Lunny (District 3 Director), Guy Bourgouin (MPP Mushkegowuk/James Bay, NDP), Cody Alexander (USW District 6 regional rep. Thunder Bay region) and Jean-Michel Corbeil (Local 1-2010 Legal Counsel).

During the day, the Local also

recognized the years of service on the Local's Executive Board of Brothers Daniel Touchette (GreenFirst Cochrane sawmill), and Jean Laurin (Interfor Timmins sawmill), who both retired during the last term.

Some delegates were also elected to attend the USW International Convention to be held in Las Vegas Nevada, in April of 2025.

Finally, the President's Award is an Award that was created in 2015. At his sole discretion the President chooses a member who has gone over

and beyond the call of duty for the membership and the Local. The 2024 President's Award recipient is no other than Sister April Johnson (Gateway Casino Thunder Bay). As it was mentioned at the Convention, you are a great example to follow, and your dedication towards our Local Union is greatly appreciated. We thank you very much for all you are doing for our Local Union and its members. Congratulations Sister!! It is well deserved!

In Solidarity;
Jacques Jean

Local 1-2010's Triennial Convention, April 18th 2024



Triennial Convention... from page 1



Roger Sigouin, Hearst Mayor



Local 1-2010 Executive Board Members



Local 1-2010 Trustees, Brothers Martin Roy, Blair Decorte, Dany Aubin and Sister Marilyne Saville



Brother Myles Sullivan, District 6 Director



Brother Kevon Stewart, District 6 Assistant to the Director



Brother Daniel Touchette being recognized for his years of service with our Executive Board.



Brother Eric Carroll, First Vice-President and Union Representative of Local 1-2010



Brother Jason Lacko, Second Vice-President and Union Representative of Local 1-2010



Brothers Dany Aubin and Ron Fawcett speaking on different resolutions



Brother Jeff Bromley, USW Wood Council Chair



Brother Scott Lunny, District 3 Director



Brother Guy Veilleux, Financial Secretary and Union Representative of Local 1-2010



Brother Wesley Ridler, Recording Secretary and Union Representative of Local 1-2010

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Triennial Convention... from page 2



Brother Eric Morissette, Conductor on Local 1-2010 Executive Board



Guy Bourgouin, MPP Mushkegowuk/James Bay, NDP



Brother Cody Alexander, USW District 6 regional rep. Thunder Bay region



Brother Keith Caldwell, Zone 1 Member at Large on Local 1-2010 Executive Board



Brother Yvan Néron, Zone 3 Member at Large on Local 1-2010 Executive Board



Brother Daniel Grenon, Zone 4 Member at Large on Local 1-2010 Executive Board



Sister Julie Larochelle Zone 4 Member at Large on Local 1-2010 Executive Board



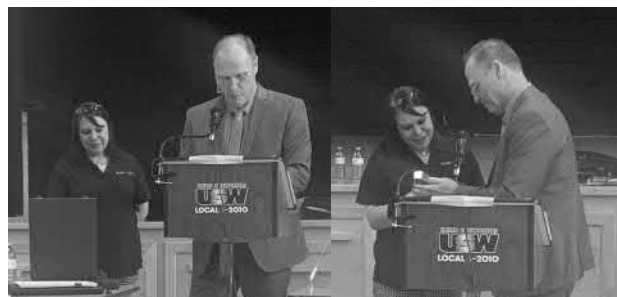
Jean-Michel Corbeil, Local 1-2010 Legal Counsel



Sister Francoise Lecours, Zone 5 Member at Large on Local 1-2010 Executive Board



Brother Roger Beland, Zone 5 Member at Large on Local 1-2010 Executive Board



Sister April Johnson, Zone 2 Member at Large on Local 1-2010 Executive Board, received the President's Award for having gone over and beyond the call of duty for the membership and the Local. Congratulations Sister!



LOCAL WELCOMES NEW MEMBERS FROM DALLAN TRUCKING DIVISION!

Dear Brothers and Sisters, I'm thrilled to share the latest updates from our Union as we enter the summer of 2024.

Dallan Trucking LP

I'm delighted to announce a significant development within our Union. Dallan Trucking has officially joined Local 1-2010, ratifying a new agreement on March 14th, 2024. This milestone represents a strong partnership and collective effort to ensure fair working conditions and benefits for all members. The addition of Dallan Trucking to our union family reinforces our solidarity and strengthens our collective voice.

As we continue to grow and evolve, let's extend a warm welcome to our new members from Dallan Trucking. Together, we will navigate the challenges ahead and advocate for the best interests of our entire community.

Dallan LP Thunder Bay Pulp Mill

I'm writing to update you on recent developments at Dallan LP Thunder Bay Pulp Mill and the former Resolute Pulp Mill, now known as Thunder Bay Pulp and Paper.

At Dallan LP, we continue to operate under our latest agreement, securing favorable terms for our members. However, there has been a significant transition at the former Resolute Pulp Mill. Under its new ownership as Thunder Bay Pulp and Paper, some unforeseen challenges have emerged.

Regrettably, we must report that there have been

unexpected layoffs affecting five positions. This news undoubtedly comes as a blow to those impacted and their families. Our priority remains the well-being and livelihoods of our members

and we will continue to advocate tirelessly on their behalf.

Dallan FW (Thunder Bay Resolute Sawmill)

I'm pleased to share that the bargaining committee at Resolute's Fort William sawmill site has successfully concluded negotiations. Despite initial challenges, including a rejected agreement and conciliation, we've reached a favorable outcome.

The new 3-year agreement includes significant wage increases across all classifications, addressing our members' economic priorities. Apprentice mechanic wages see a 5% increase in each class, while equipment operators and mechanics enjoy boosts of 22% and 25%. Additionally, provisions for double time on statutory days and enhanced pension contributions are part of the deal.

This success underscores our collective strength and the dedication of our bargaining committee. Thank you for your support throughout this process.

That was the good news from the sawmill site.

On January 24th, 2024, we tragically lost our Brother Gillis "Bonty" Millette in a workplace accident. The accident occurred around 6 am Eastern

Time while Gillis was on duty conducting inventory in the log storage stock yard. It's suspected that as he maneuvered his machine it veered off course, causing the tires to slide into the ditch and pulling the entire machine down with it.

This devastating loss serves as a stark reminder of the importance of safety in the workplace. I urge each and every one of you to take a moment to reflect on what this incident would mean if it happened at your site. The impact is profound and far-reaching, affecting not only the individual involved but also their colleagues, friends, and families.

We must prioritize safety above all else, regardless of the circumstances. Each of us has a responsibility to report any hazards or concerns we encounter. Let us honor Gillis's memory by committing ourselves to creating a safer work environment for everyone.

Resolute Woodland Operations

The NewGen, Nextus, and other Ricci companies remain committed to efficiently harvesting and transporting much-needed wood to the two local sawmills in Atikokan and Ignace. Thanks to their efforts, the fibre supply in the western area of the locality is thriving, with stockyards at full capacity. Koval slashing, TLC, Ward crossings, and other additional contractors in the western region are vital contributors to our overall success in maintaining a robust fibre supply.

In the central region, Kiezebrink, Rouillard, BTG (Mooseland), AJ Logging, and other companies are operating smoothly, with no major downtime or winter layoffs to report. In fact, there has been an increase in membership within woodland operations, indicating a positive trend.

On the eastern side, operations have also been successful throughout the winter months, with no major incidents or accidents. However, there have been some minor layoffs due to spring thaw and road conditions, exacerbated by the scheduled shutdown of the Thunder Bay Pulp and Paper site. The shutdown was planned for one week at the time of my report.

With weather conditions being what they are it is inevitable that this fire season is going to be an ongoing concern.

A union steward plays a crucial role in representing the interests of union members within a workplace. Here are some key responsibilities typically associated with the role:

1. Advocacy: The steward serves as a liaison between union members and union leadership, advocating for members' rights, fair treatment, and adherence to the collective bargaining agreement.

2. Problem Resolution: Stewards help resolve workplace disputes and grievances by investigating complaints, representing members in meetings with management, and negotiating

Jason Lacko... from page 4

solutions that are in line with the union's goals and the collective agreement.

3. Information Sharing: Stewards keep members informed about their rights, benefits, and any changes in workplace policies or procedures. They may also provide updates on union activities, negotiations, and relevant legislation.

4. Contract Enforcement: Stewards ensure that the terms of the collective bargaining agreement are upheld by monitoring workplace practices, addressing violations, and working to resolve any discrepancies or disputes.

5. Membership Engagement: Stewards engage with union

members to encourage participation in union activities, meetings, and decision-making processes. They may also provide support and guidance to members who are experiencing workplace issues.

6. Training and Education: Stewards may receive training from the union on topics such as labor law, contract interpretation, conflict resolution, and advocacy skills. They may also facilitate workshops or provide resources to help members better understand their rights and obligations.

Does this sound like you? If so, please contact me.

Resolute Woodland operations are seeking Stewards for

Firesteel Contracting, Shuniah Forest Products, TLC Contracting and Koval Slashing.

Unitized Manufacturing

The Collective Agreement of the membership is set to expire on April 30th, 2024, with bargaining scheduled to commence on May 8th, 2024. I will have a full report for the Local in the upcoming winter Union Echo.

Wanson Lumber

Wanson Lumber continues to excel, delivering exceptional service as always. The upcoming construction season looks promising for our members at the site, with increased construction projects

expected in the Thunder Bay area. This uptick in activity will undoubtedly benefit our group.

"Thank you to those who were nominated and elected to attend as delegates to the Local Triennial Convention on April 18th, 2024. We had a fantastic convention with many new faces and first-time delegates. My hope for the future is that these newcomers will become the future leaders of our great Local. Thanks to all who attended."

Take care of each other.
WORK SAFE!

In Solidarity;
Jason Lacko



A NEW CONTRACT FOR NAKINA SAWMILL GATEWAY CASINO NEGOTIATIONS ON DECK!

Hello Brothers and Sisters!

There has been a lot going on since the winter issue of the Echo. A new Collective Agreement was ratified by the members of Nakina Lumber Inc. (Nakina Sawmill). The Local held its Triennial Convention in Hearst. The annual Women's Committee meeting will be held in May. The USW District 6 Conference will be held this July in St-Johns, Newfoundland. Planning has begun for the annual Stewards meeting this fall. The annual Health and Safety Committee meeting will also be held this fall.

Resolute Atikokan Sawmill

The Resolute Atikokan Sawmill continues to hum along. The membership has increased from around 84 last year to about 111 members at the time of this report. Things look great

there with continued investment at the mill. A new kiln became operational at the end of March and a new planer will be installed in June. New screens will be installed on the chipper as well. The steward Neil Richard was re-elected in January. I have had a few labour management meetings regarding addressing some member concerns before they become bigger problems. We have also had the new collective agreement translated in Ukrainian, which is extremely important as the membership is 60% Ukrainian. Without them, production would not be where it is today. I look forward to having a membership meeting in the fall for the mill. Things continue to look up for this mill, which is great to see for everyone!

Resolute Ignace Sawmill

The Resolute Ignace Sawmill

has settled into their new CBA, which takes them to 2028. A new steward has been voted in, Brandon Remezoff. Thank you Brandon for stepping up! There is also a new Women's Committee member, Lauren Koski. Thank you as well to Lauren for stepping up. There is a labour management meeting planned for May, where I will bring forward concerns from the members before they become bigger problems. Production continues to hum along as well in Ignace, with more consistency in job satisfaction. That is a testament to the new management team that is now leading the mill.

Dallan Atikokan & Dallan Ignace

The Dallan Atikokan and Ignace operations continue to play an important supporting role with both the Atikokan and Ignace sawmills. Without

Dallan the mills would not be able to operate. The Dallan operators continue to do great work in a fast-paced environment. Gary Ray, the steward for the Dallan Ignace operations, recently attended the Local's Triennial Convention in Hearst, his first time in doing so. He was able to do some learning and enjoyed his time there. Gary is doing a great job bringing concerns forward and we're doing our best to rectify them.

The Dallan Atikokan operation is as busy as it has ever been. This means more work for Dallan there, especially with the new kiln up and running. Dallan continues to hire new operators in order to keep up with the increased work. It's challenging for Dallan to find suitable candidates. Cory Peterson, the steward at Dallan Atikokan, continues to do a great job as well, bringing

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Wesley Ridler... from page 5

issues forward and looking out for his co-workers.

Gateway Casino

This year is an important one for the members of Gateway Casino in Thunder Bay. Their contract expires October 31st, 2024. I hope to have some dates set for negotiations, hopefully not long after the expiration date. I will be taking demands from the members this summer in order to create the proposal which will be presented to the company. A lot has happened since the latest contract was ratified. I know the members will be eager to see some decent increases and improvements given the climate of the world we live in today with inflation etc. The Stewards there, Marilyne Saville, Shayne Savor, Mike DiTomaso and Kelly Miller are doing a great job. I want to say a special thank you to Marilyne Saville

who will be retiring this summer. Marilyne has been awesome in her role as a steward for many years. It was a privilege for me to work with her and I can't thank her enough for all the time she has spent looking out for the members at the casino. She has also spent time working for the District and National offices as a facilitator for many different types of training for Canadian USW members. She has been a leader in many ways and everything she has done is very much appreciated. Best wishes for your retirement and thank you!

Nakina Forest Products

A new Collective Agreement has been ratified by the members. I should say it was not recommended by the bargaining team and it was also a final offer from the company that was ratified. It is a 4-year deal with wage

adjustments of \$1.50 for trades, \$1.25 for production along with 3.5%, 3.5%, 3.5% wage increases. There were also many other improvements including increases to short-term disability, extended health insurance, vision care, dental insurance, orthodontic services, life insurance, AD&D, LTD and a \$200.00 boot allowance. There was also a lump sum signing bonus that ranged from \$500.00-\$1000.00. Other improvements included bereavement, pension plan as well as the employer paying 100% of the premium costs for LTD, Life Insurance and AD&D insurance. Floaters will also come quicker to members with being able to reduce the number of hours worked to obtain them. Vacation time will also be earned faster by the members along with increases to vacation time and a bonus of \$75.00 for every 5 days of

vacation taken. A shift differential improvement was also added as well as an improvement for break time for 10-hour shifts. Lay-off language was improved, probationary period was also lessened, and the seniority language is stronger. There is a tool reimbursement of \$500.00, a \$150.00 winter clothing allowance, \$150.00 towards winter safety boots and an improvement of the sunset clause. Overall, a lot of improvements from the starter agreement that they had. There are also plans to hire more people there to improve production levels, which is a win-win for everyone.

I would like to wish all of the members a Safe and Happy Summer! And Please Don't Drink And Drive!

In Solidarity;
Wesley Ridler



NEGOTIATIONS, TRAINING AND TRIENNIAL

I would like to take this moment to wish everyone a happy and safe summer. Hopefully we will have a wonderful summer temperature to enjoy with family and friends. Please remember to be careful and responsible while enjoying the summer activities.

Hearst Farmers Cooperative

We ratified a 4-year agreement on December 11th, 2023 with the CO-OP for a new Collective Agreement. The agreement includes gains in wages of 4% in the first year and 3.5% for each year of the last 3 year of the Collective Agreement, plus 5 cents for each year of seniority service for a maximum of 15 years and a wage adjustment of \$ 0.75

for the CSR/Estimator. We added the Family Day and clothing allowance for people working outside. We also got an allowance of \$30.00 per month for the Estimator for the uses of their phone for work. We were able to make some increases for Dental Care Plan, Vision and in the profit sharing.

Hearst Community Living

We had some negotiations with Hearst Community Living without any success as the employer doesn't respect the employees with their response. We will be in conciliation with the company on the 27th, 28th and 29th of May 2024. We hope the employer starts respecting our members and offer better wages and benefits

increase. It's about time these members receive a healthy wage, and benefits increase as they were under the Bill 124 in their last negotiations which gave them no negotiation power at all. They suffered enough and it's about time they get the respect they deserve.

Other units

In our other units we have some grievances in place and scheduled meetings are coming to address these situations and hopefully resolve those issues. We also have a grievance meeting that was not successful to resolve, and at this point we had no choice but to apply for arbitration. In some arbitration cases we have been

successful in winning them. With those successes, it's brought the company to resolve them instead of going to arbitration. This is the route we must use to make the company respect the Collective Agreement and our members.

Triennial Convention

The Triennial was held in Hearst on the 18th & 19th of April 2024. I believe the Triennial was a success as we had a lot of first-time delegates attend, I would say almost half of them. We had lots of speakers attend the Triennial, some coming from B.C., Toronto, Alberta, Thunder Bay, Kap and Hearst. We had 65 delegates attending the Triennial. At the convention is

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Guy Veilleux... from page 6

where the resolutions get voted on, the Executive Board needs to be re-elected and we also give all the information of the past 3 years regarding what happened in our Local regarding the finances, the safety, the negotiations, etc... We held a banquet on the evening of April 18th where the

delegates were served dinner. Lots of delegates attended the banquet and were satisfied with the meal being served as it had a lot of variety to satisfy everyone. As you can see the Triennial is being held every 3 years as per our by-laws

Training

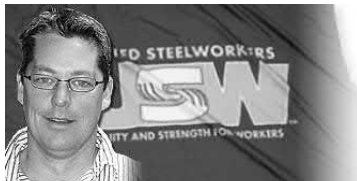
The women’s committee will hold their annual meeting in Thunder Bay on the 23rd and 24th of May 2024.

Again, this year we will give our Health and Safety Co-Chair and our Stewards some training in the fall, dates of these training have not been

decided yet.

Again, I would like to take this opportunity to wish everyone a safe and wonderful summer vacation with your loved one and friends.

In Solidarity;
Guy Veilleux



ANOTHER NEW UNIT JOINS OUR LOCAL!

Brothers and Sisters, I hope that this winter hasn’t been too rough on all of you. Since our last Union Echo we have been busy in arbitration, dealing with grievances, and holding membership meetings to re-elect our stewards and committee members.

Fauquier-Strickland Municipality Workers

On March 6th, 2024, the Local was once again successful in organizing a new group who work for the municipality of Fauquier-Strickland, Ontario. These new members are

employed in the public workers department for the Township of Fauquier-Strickland. We’ve already met with the membership there to take their demands, and negotiations are scheduled to take place in the upcoming weeks. I hope to be able to report to you on their new Collective Agreement in our next Union Echo. We’d like to welcome these new members to our organization.

Canadian Blood Services

Although we just finished negotiating for the membership working for Canadian Blood

Services out of Sudbury, on April 22nd, 2024, we met with the members there to take their demands in preparation for their next negotiations. No dates to negotiate have been scheduled at this time.

Moonbeam Municipality Workers

Negotiations with this new group of workers working for the Municipality of Moonbeam is still ongoing. This employer has been delaying the process, forcing us to apply for conciliation. We first met with them on February 27th where

we presented our document. At the time that I am writing this report, we have still not been able to meet again. Hopefully when we report in our next Union Echo edition, we will be able to have a new Collective Agreement in place for the members working for the Municipality of Moonbeam.

Wishing everyone a great summer. Stay safe.

In Solidarity;
Eric Carroll

Health & Safety

Brothers and Sisters, it is with regret that I must report to you that since the last edition of the Union Echo we have had 1 work-related fatality in our Local. At 6am on January 24th, 2024, Brother Gillis Millette was killed on the job. He had just started his shift for the day and was taking inventory of the log storage in the stock yard. It is speculated that as he was maneuvering his log loader, the log loader caught the side of the road line and caused the tires to slide into the ditch line and ultimately pulled the entire

machine into the ditch causing it to flip over onto its right side and ejecting Brother Gillis. He was pronounced dead at the scene. We want to offer our condolences to the family, friends, and co-workers of Brother Gillis.

We must mention that with the support of the United Steelworkers Emergency Rapid Response Team (ERT), who were on scene of this fatality very quickly, our members were able to get the support they needed to deal

with this hard situation. Thank you to the United Steelworkers Emergency Rapid Response Team (ERT).

Health and Safety Co-Chairs, letters will be going out in the mail sometime in late July early August to all of you inviting you to our next Health and Safety Co-Chair meeting. This year the meeting will take place in Thunder Bay.

Brothers and Sisters, realize that working safely is your right and obligation. If you see a co-

worker working in an unsafe manner, let them know so that they can correct the situation. Let’s all have each other’s back so that we can all return home to our families after work.

Make Health and Safety your priority!

In Solidarity,
Eric Carroll
Health & Safety Director



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Executive Board

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- 2nd Vice-President:**
 Jason Lacko
- Financial Secr.:**
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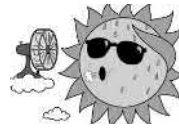
Scholarships offered by our Local: 2 x \$1,000.00

Eligible: Children of our members enrolling in post secondary education

Deadline: July 1st, 2024

Application form: www.uswlocal1-2010.ca or contact us

HEAT STRESS



What Is Heat Stress?

Heat stress occurs when a combination of hot, humid conditions and physical activity strains and overcomes the body's natural cooling system. It can cause symptoms ranging from cramps and fainting to serious heat exhaustion or even heat stroke. Heat stroke is a form of heat stress that can kill quickly.

Environmental factors that affect heat stress include air temperature, humidity, air movement and sources of radiant heat such as working in the sun or near large, hot objects. Work task factors that affect heat stress are the physical demands of the job and the frequency and length of breaks.

Heat stress can happen in many workplaces. Furnaces, bakeries, smelters, foundries and heat-generating equipment inside workplaces are significant sources of heat. For outdoor workers, direct sunlight is the main source of heat. In mines, heat from surrounding rock

and nearby equipment contribute to heat exposure. Humidity in workplaces also contributes to heat stress.

Symptoms of heat stress can include: excessive sweating, headache, rashes, cramping, dizziness and fainting.

What Can Workers Do To Protect Themselves?

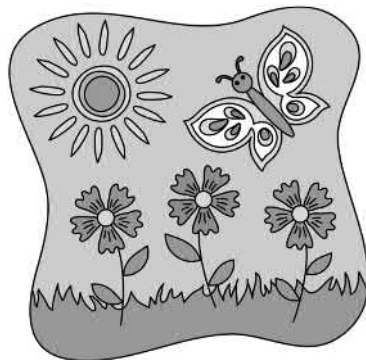
Some things workers can do to protect themselves from heat stress include:

- Drink lots of fluids to replace perspiration. Try to drink a cup of water about every 20 minutes
- Avoid working in direct sunlight (to reduce heat gain and risk of sunburn)
- Reduce the pace of work
- Increase the number of breaks and take breaks in cool or shaded areas
- Schedule heavy work for cooler periods
- Wear light-coloured and/or light-weight clothing
- Reduce the physical demands of work by using aides, e.g. hoists, etc.

What Can Employers Do To Protect Workers?

Employers have a duty under the Occupational Health and Safety Act (OHSA) to take every precaution reasonable in the circumstances to protect workers. This includes developing hot environment policies and procedures to protect workers in hot environments due to hot processes or hot weather. Some things employers can do to protect workers from heat stress include:

- Reduce the temperature and humidity through air cooling
- Provide air-conditioned rest areas
- Increase the frequency and length of rest breaks
- Schedule strenuous jobs for cooler times of the day
- Provide cool drinking water near workers and remind them to drink a cup of water about every 20 minutes
- Assign additional workers or slow down the pace of work
- Train workers to recognize the signs and symptoms of heat stress and start a "buddy system" since people are not likely to notice their own symptoms.



*Wishing Everyone a Great Summer!
 Take Care and Work Safe!*