

**P020-UNITED STEELWORKERS OF AMERICA- Timmins Office fonds**  
**1920-2005**  
**16,50m of textual records and other type of records**

**Administrative history:** The United Steelworkers of America (IUSWA) in Northern Ontario has represented the workers in the mining industry since the 1940's. Today, the Union also represents workers from various sectors of services such as: health services, cafeteria, call centers and credit unions. The province of Ontario is known as IUSWA's District 6. Each district is divided into different areas. The Head Office for Northeastern Ontario is located in Sudbury and it used to coordinate the servicing offices in Timmins, Kirkland Lake and Cobalt. With the closure of the Timmins Office, the Sudbury Office assumes both servicing and coordinating activities for the area.

In the late 1940's, after raiding Locals of the International Union of Mine Mill and Smelter Workers (IUMMSW) in the Timmins and Kirkland Lake regions, the Union established a servicing office in Timmins.

The Timmins servicing office assisted the Locals in Chapleau, Detour Lake, Iroquois Falls, South Porcupine and Timmins. In 1992, it took over the Kirkland Lake servicing office, which included the Cobalt Locals, and expanded its representation area to Virginia Town and New Liskeard. In the 1990's, due to company closures in the mining industry, the membership gradually decreased and the union expanded its organizing activities to various institutions such as: hospitals, detoxification centers and retirement homes. At the beginning of the 2000's, despite a decision from the Director of District 6, Wayne Fraser, for the amalgamation of Locals, the Timmins Office decided to not follow the 'guidelines of the Director of District 6. The Timmins servicing office ceased its activities on December 31<sup>st</sup> 2003. Although the Office closed in Timmins, the staff continued to represent workers in that area even if the administration was transferred to the Sudbury Office. Currently, Local 7580 and Local 9350 are still active in the Timmins region.

The individuals who held the position of Northeast Area-Coordinator based in Sudbury are: Terry Mancini (1961-1970), Gilbert Gilchrist (1970-1981), Homer Seguin (1981-1992), Wayne Fraser (1992-2001), Dave Mellor (2001-2004), Dan O'Reilly (2004-2008), Jim Kmit (2008) and since 2009, Gerry Loranger. The Area Coordinator administers specific activities, projects and policies in the servicing offices. The staff representatives then inform and assist the Locals in coordinating the different activities. They also help the local unions with tasks such as administration, initiating and conducting negotiations, collecting union dues and leading membership meetings. In certain situations, they will provide legal advice. In the workplaces, the USWA Local Unions' Executive Boards and Stewards assist their members with issues like grievance and health and safety matters.

**Custodial History:** Following the closure of Locals and servicing offices in Cobalt and Kirkland Lake, all files were transferred to the USWA-Timmins Office to ensure administrative and members' inquiries follow-ups.

**Scope and content:** The United Steelworkers of America-Timmins Office fonds attests to all activities, realizations, battles, struggles and achievements of the Union in the area. Although the fonds contains very few records from the first years of its presence in the regions of Timmins and Kirkland Lake, still it attests to the significant role the Union played in the area. Informing of the staff representatives' responsibilities and services provided to the Locals, the USWA-Timmins Office fonds also illustrates the different administrative functions of the Office.

In fact, some records, such as charters, by-laws, nomination forms, vote ballots and procedures for election, are indicative, not only of the process of affiliation of Locals to the IUSWA, but also of their duties. Minutes books, correspondence, financial statements and due journals give a better sense of understanding of the Timmins Office's governing role. It also documents the coordination and administration of Locals' activities. The fonds contains records in regard to the role of the Office with the Locals under its responsibility.

The USWA-Timmins Office fonds also contains records in regard to tasks involved with the administration of the spaces and properties owned by the Union. Minutes of the Building Committee, appraisals and plans illustrate management, renovation and maintenance activities but also attest to their patrimonial value. Other records are indicative of the active involvement of the staff and Locals' representatives, both in the social and political spheres. Plaques, correspondence and photographs, are testimonies not only of the Union's participation to the erection of memorials for miners and the organization of the Day of Mourning, but also of the support to social groups such as Victims of Mining Environment and local food banks. Moreover, correspondence files and briefs attest to the lobbying efforts with the provincial and federal governments in regard to labour legislations, more specifically in the Health and Safety field. Some records are indicative of the Union's official identification over the years; many artefacts, leaflets and newsletters bearing the IUSWA logo attest to the promotion of the Union and its public image. Booklets and other material published by the Union inform not only of the duties and responsibilities of staff positions, but are also indicative of the IUSWA's role in educating and training its staff and members. A large number of documentation attests to battles and disputes involving the Union against the membership or the companies. Correspondence and related documents in regard to the merger of IUMMSM and USWA, are also included.

Certification and membership files, including seniority lists, organizer's report and OLRB forms, are indicative of the organizing activities and development of membership as well as the process of affiliation to the USWA. These documents also inform of jurisdictional disputes against other unions. Numerous correspondences, union-management meeting minutes, policies and procedures attest to daily negotiations between the staff representatives and the companies in regard to the protection of the membership's working conditions. Also, a large number of notes,

proposals, memos, amended articles and agreements outline the process of collective bargaining. These files are quite complete and cover a long period of time. Moreover, incentive agreements, correspondence and job descriptions contained in the layoff files inform of the different steps of a company closure and measures put in place to encourage training and rehabilitation of employees. Also, the USWA-Timmins Office fonds well document the creation and implementation of procedures and legislations to protect the members from health and safety hazards. Minutes of Joint Health and Safety committees, inspection reports and documentation illustrate the commitment of staff and Locals' representatives to work with the companies in order to provide a safe working environment.

**Note: Immediate source of acquisition:** The USWA donated their records in March 1996.

: **Language of material:** Some documents are in French.

: **Restriction of access:** Restriction of access applies to some records.

: **Reproduction/Publication:** Copyright Act regulations apply.

: **Accruals:** A second accrual was received in May 1996, a third one in October 1996. A fourth accrual was received in June 1999, and a fifth one in February 2001. Three more accruals were received in October 2003, February 2004 and July 2006

: **Related material:** The following archival fonds may contain complimentary information:

**P038-** International Union of Steelworkers of America, International Union of Steelworkers of America, International Office, Sudbury District (USWA) fonds

**P040-** Homer Seguin (USWA) fonds

**P048-** Gilbert H. Gilchrist fonds

**P064-** Mike Farrell fonds

**P130-** United Steelworkers, Local 4440 fonds

**P150-** Kerr Addison Mine Employees' Association fonds

**P151-** USWA Local 4458-Timmins fonds

**P152-** USWA Local 4461-Timmins fonds

**P153-** USWA Local 4462-Timmins fonds

**P154-** USWA Local 4857-Timmins fonds

**P155-** USWA Local 6779-Timmins fonds

**P156-** USWA Local 7056-Timmins fonds

**P157-** USWA Local 7243-Timmins fonds

**P158-** USWA Local 7267-Timmins fonds

**P159-** USWA Local 8091-Timmins fonds

**P160-** USWA Local 9171-Timmins fonds

**P161-** USWA Local 13911-Timmins fonds

**P162-** USWA Local 4305-Timmins fonds

**P163-** USWA Local 7580-South Porcupine fonds

**P164-** USWA Local 4438 South Porcupine fonds

**P165-** USWA Local 9283-Kirkland Lake fonds

**P166-** USWA Local 4639 Kirkland Lake fonds

**P167-** USWA Local 7308 Kirkland Lake fonds

**P168-** USWA Local 7964 Kirkland Lake fonds

**P169-** USWA Local 6409 Kirkland Lake fonds

**P170-** USWA Local 4354 Kirkland Lake fonds

**P171-** USWA Local 4584 Kirkland Lake fonds  
**P172-** USWA Local 951-Cobalt fonds  
**P173-** USWA Local 4374-Cobalt fonds  
**P174-** USWA Local 4423-Cobalt fonds  
**P175-** USWA Local 5138-Cobalt fonds  
**P176-** USWA Local 6217-Cobalt fonds  
**P177-** USWA Local 6270-Cobalt fonds  
**P178-** USWA Local 4501-Cobalt fonds  
**P179-** USWA Local 6896-Kirkland Lake fonds  
**P180-** USWA Local 5506-Cobalt fonds  
**P181-** USWA Local 4866-Cobalt fonds  
**P182-** USWA Local 6258-Cobalt fonds

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