

**P130 USWA Local 4440 fonds**  
**1950-1999 (predominant 1990-1999)**  
**85.2 cm of textual records, graphic material, and ephemera**

**Administrative History:** Local 4440 of the United Steelworkers of America (USWA), District 6, in Timmins represents the production and maintenance workers in the mining industry. Its charter was issued on October 26<sup>th</sup> 1950. Since then, some mergers have occurred with locals of the region, the first being in 1983 when Local 4462 merged with Local 4440. In 1991, Local 7267 also merged with Local 4440. Beginning with the McIntyre Porcupine Mines Company in 1950, USWA Local 4440 has also represented workers at different companies such as: Pamour Porcupine Mines Ltd., Giant Yellowknife-Timmins, Royal Oak Mines, Kinross Mines, Chapleau Co-Generation Ltd., Luzenac, Custom Concrete and Porcupine Powder Company Inc. Local 4440 had its charter cancelled on June 6<sup>th</sup> 2005.

Known past presidents of Local 4440 are as follows: Dunham Greer, P. Walsh, H.B. De Gurse, L.M. Gagnon, H.B. De Gurse, R. Laurin, O. Turcotte, R. Vaillancourt, H. Duncan, L. Rice, R. Ladouceur, A. Horner, R. Ladouceur and R. Chopp.

**Custodial History:** The USWA Local 4440 fonds was formerly part of P020 - International USWA Timmins Office fonds.

**Scope and content:** This fonds attests to the activities of Local 4440 from its certification until the present time. The minutes of the executive committee demonstrate the difficulties it faced and the solutions it implemented within the labor movement of the Timmins region. The minutes of the Joint Health and Safety Committees inform us of problems in the workplace and the work done addressing those problems. The mergers of other locals into Local 4440 are well documented. It provides information on how the transition was achieved. It also includes grievance files. The fonds also contains documents concerning the social impact Local 4440 had within the various communities of its membership.

This fonds is divided into 8 series arranged in alphabetical order. The series are: I) Administration; II) Chapleau Co-Generation; III) Giant Yellowknife Mines; IV) Luzenac; V) Royal Oak Mines; VI) E.R.G.; VII) Pamour Inc.; VIII) The Daily Press

**Immediate source of acquisition:** Donated by the International USWA Office in Timmins, in 2004.

**Restriction on Access:** Restriction of access applies to some documents.

**Related Material:** P020 International USWA Timmins Office fonds may contain related material.

P130- USWA Local 4440 fonds

**Series I Administration**  
**1950-1999**  
**25.7 cm of textual documents, artefacts, graphic material, and ephemera**

I,1 Minute Books  
1950-1999  
17, 8 cm of textual records

This file consists of 4 Minute Books and 3 attendance record books of Local 4440 General meetings.

Note: 1 minute book is identified as Pamour (1982-1994) 1 minute as Royal Oak (1994-1999) and 2 minute books as McIntyre Mines (1950-1983)

I,2 Accounting/Cash Book  
1978-1996  
5,0 cm of textual records

This file consists of 3 cash books of Local 4440

I,3 [Local 4440 – General correspondence]  
1992-1994  
0,5 cm of textual documents

This file contains correspondence regarding to Homer Seguin's retirement.

Note: Title given according to content.

I,4 [Local 4440 – Merger]  
1990-1991  
0,3 cm of textual documents

This file contains correspondence relating to the merger of Local 7267 to Local 4440 and its implication on membership.

Note: Title given according to content.

I,5 [Local 4440- Donations]  
1992  
5 sheets of textual records

This file consists of correspondence and a certificate regarding donations made by the Local. A list of the executive Board is also included.

I,6 [Local 4440 Artifacts]  
[19??]  
Ephemera

This file includes a Local 4440 memorabilia. It consists of a winter jacket, ball caps, pins, pens and sunglasses.

Note: Title given according to content.

- I,7 [Early Mining Methods]  
[19??]  
1 cm of serigraphs

This file contains 36 printed drawings of early mining methods.

Note: Title given according to content.

- I,8 "Giant Mine" CASAW Local 4  
[ca 198?]  
9 minutes and 40 seconds of audio-visual material

This file contains a VHS tape of "Giant Mine" by CASAW Local 4.

- I,9 Receipts Local 4440  
1988-1990  
0,2cm of textual records

This file consists of receipts for Local 4440.

- I,10 [Certificate- Louis Lachapelle]  
1995  
1 sheet of textual records

This file consists of a certificate to commemorate Louis Lachapelle, first Health and Safety Representative.

- I,11 Directors consultation Tour Out  
1986  
0,2cm of textual records

This file contains memos and reports on the District 6 Director's Consultation tour and meetings, held in the Timmins area

- I,12 Gender representation  
1992  
2 sheets of textual records

This file contains correspondence concerning lack of female gender on the posters of Mines Accident Prevention Association of Ontario.

- I,13 [Local 4440-Certificate of recognition]  
n.d.; 1995  
2 sheets of textual records

This file consists of certificates from USWA Humanity Fund and the Miners' Memorial Foundation.

- I,14 Request for time off – Local Union 4440  
1986  
0.3 cm of textual records

Correspondence addressed to management of Pamour Inc. requesting leave of absence for employees and executive staff of Local 4440.

- I,15 Local 4440 Forum Newsletter  
1989-1994  
6cm of textual records

This file consists of originals and prints of newsletters  
*Note:* Incomplete series

- I,16 [Pirate Logo]  
1989  
1 drawing

This file consists of a drawing donated for Local 4440 Sponsorship.

- I,17 Ministry of Labour Bonus Incentives  
1986  
0.1 cm of textual records

This file consists of correspondence between Roger Ladouceur and Ministry of Labour about the correlation between bonus incentives and accident rates.

- I,18 [Calendars]  
1997-1999  
2 calendars

Consists of calendars, "Compliments of the Executive Committee of Local 4440."

- I,19 [Plaque]  
n.d.  
1 artefact

A plaque awarded to Local 4440 from Cambrian College in recognition of their donation to the Cambrian College Special Needs Regional Resource Centre.

- I,20 [Jim Kmit-Local Union 4440]  
1998  
1 artefact

Consist of Jim Kmit's delegate medal for the USWA 29<sup>th</sup> Constitutional Convention.

**Series II      Chapleau Co-generation limited**  
**1990-1998**  
**2.6 cm of textual documents**

- II,1    Bargaining Unit  
1990-1998  
10 sheets of textual records

This file contains Chapleau Co-generation limited, bargaining unit's seniority lists.

- II,2    Chapleau Co-generation – [Committees]  
1994-1998  
0.4 cm of textual records

This file consists of the Employee Empowerment Committee, (Local 4440 and Chapleau Co-generation), notes and minutes, memos in regard to bargaining unit representative on the committee.

- II,3    Chapleau Co-generation [Job Redesign]  
1994-1998  
0.2 cm of textual records

This file consists of correspondence of the company with provincial government in regard to compliance to requirements on the qualifications of the engineers. It also contains memos and letter of understanding related to replacement, and duties.

- II,4    General correspondence  
1991-1998  
7 sheets of textual records

This file consists of general correspondence between Local 4440 and Chapleau Co-generation Ltd. In regards to concerns and general information.

- II,5    Accounting  
1993-1996  
2cm of textual documents

This file contains the monthly statements from Local 4440 with regards to Chapleau Co-Generating Ltd.

**Series III      Giant Yellowknife Mines**  
**1988-1991**  
**7 cm of textual records**

- III,1    Giant Yellowknife – [Human Resources]  
1988-1991  
2,3 cm of textual documents

This file consisting of 2 folders contains correspondence involving health and safety issues, lay-offs and implementation of a 12-hour shift, job postings and a copy of the Report on the Adjustment Committee.

Note: Title given upon content.

Note: Restriction of access applies to some documents.

- III,2 Policy Grievance Back to Work [Giant Yellowknife Mines]  
1989  
0.3 cm of textual documents

This file consists of grievances records regarding the company's return to work policy. It consists of a grievance report and correspondence.

- III,3 Giant Yellowknife Mines, 1990 Layoff.  
1990  
0.3 cm of textual documents.

This file consists of correspondence, news release and lists of laid-off employees. An Assessment Incentive Agreement budget form is also included.

Note: Restriction of access applies to some records

- III,4 Working Supervisors [Giant Yellowknife Limited]  
1990;  
0.1 cm of textual documents.

This file consists of correspondence regarding a supervisor doing bargaining unit job.

- III,5 [Giant Yellowknife Ltd- Local 4440 Leave of absence]  
1987-1990  
0.5cm of textual records

This file consists of correspondence requesting leave of absence for executive staff to attend membership meetings, union and steward school, seminar and conference.

**Series IV      Luzenac**  
**1985-1997**  
**7.9 cm of textual documents**

- IV,1 Steeley – Luzenac – Benefits  
1985-1996 (Predominant dates: 1990-1996)  
5.5 cm of textual records

This file contains Group Insurance booklets, memos on Short Term disability and memos concerning renewal of Insurance plans and related topics. It also includes minutes of meetings on health plan, and a grievance.

Note: Restriction of access applies to some documents.

IV,2 [Bargaining Unit]  
1990-1996  
0.2 cm of textual records

This file contains memos of Local 4440, Luzenac bargaining unit seniority lists and lists of union representatives at Luzenac. Membership minutes are also included.  
Note: Restriction of access applies to some documents.

IV,3 Grievances  
1991-1997  
0.5 cm of textual records

This file consists of copies and photocopies of grievance reports, notes of meetings, memos and settlement.  
Note: Restriction of access applies to some documents.

IV,4 Health & Safety  
1990-1997  
0.4 cm of textual records

The file consists of records concerning health and safety at the plant, and measures to address problems or ensure safety. It contains memos, correspondence, inspection reports and policies at Luzenac Inc.

IV,5 Scheduling of work  
1991-1997  
0.3 cm of textual records

This file consists of records addressing work schedules. It contains memos in regard to shut down, overtime and seniority lists for overtime. The "Call-out" policy and advance pay due to shut down are also documented.

IV,6 Union Stewards  
1991-1997  
0.2 cm of textual records

This file consists of memos, correspondence addressing union stewardship at Luzenac. It contains records on elections, leave of absence.

IV,7 Committees  
1995-1996  
0.6 cm of textual records

This file consists of minutes and related documents of the Management/Union Committee and of the Pay Equity Committee.

IV,8 General Correspondence  
1991-1995  
0.2 cm of textual records

This file contains correspondence and memos to and from Luzenac Cie. It consists of documents addressing situations or problems at the plant.

**Series V Royal Oak Mines  
1992-1999  
40,9 cm of textual documents**

V,1 Royal Oak Mines – [Human Resources]  
1992-1999  
17,7 cm of textual documents, 19 photographs

This file consisting of 9 folders contains incoming and outgoing correspondence from Royal Oak Mines and related documents regarding job postings, grievances, benefits coverage and working conditions. Notice of contractors and photographs of the underground mine are also included.

Note: Title given according to content.

Note: Restriction of access applies to some documents.

V,2 Royal Oak Mines - Health & Safety  
1995-1999  
5,4 cm of textual documents

This file consisting of 5 folders contains the minutes of the JH&SC meetings, correspondence, accident reports and copies of procedures.

V,3 [Royal Oak Mines – Grievances]  
1996-1999  
5 cm of textual documents

This file consisting of 3 folders contains grievances filed and the decisions rendered.

Note: Title given according to content.

Note: Restriction of access applies to some documents.

V,4 Royal Oak Mines – Layoffs  
1997  
1 cm of textual documents

This file contains the lay-off summary and copies of the Lay-off letter sent to each employee.

V,5 [Local 4440 – Royal Oak Mines officers meetings]  
1996-1999  
2,5 cm of textual documents

This file consisting of 3 folders contains minutes for the Royal Oak Mines officers' meetings.



- V,6 Royal Oak Mines – Tropany Test  
1997  
1,2 cm of textual documents and technical drawings

This file contains the field book for the Tropany Test and some engineering drawings.

- V,7 Royal Oak Mines – Nighthawk Lake Mine – Shift schedule changes  
1998  
1,5 cm of textual documents

This file contains a proposed shift schedule change at the Royal Oak Mines, Nighthawk Lake property.

- V,8 Royal Oak Mines - Pension Plan  
1995-1997  
2,5 cm of textual documents

This file contains correspondence relating to the employees Pension Plan and audited statements regarding the Pension Plan.

- V,9 Royal Oak Mines Layoff - November, 1991. (Local 4440)  
1991;  
0.1 cm of textual documents.

This file consists of lay-off and transfer notices and correspondence on employee bumping.

- V,10 [Royal Oak Mine- Correspondence with management]  
1986-1992  
4cm of textual records

This file consists of correspondence between Roger Ladouceur and management of Pamour Inc, Giant Yellowknife and Royal Oak Mine, mostly on employees' benefits.

*Note:* - Records are filed in chronological order.  
-Title is based on the last name of the company.

**Series VI E.R.G.  
1989  
0,3cm of textual records**

- VI,1 E.R.G. Grievances  
1989;  
0.1 cm of textual documents.

This file consists of correspondence about ERG Mill Rates of pay grievance. A list of employees with their signatures and documentation about the company is also included.

VI,2 E.R.G. Layoffs  
1989  
0,2cm of textual records

This file consists of correspondence between Roger Ladouceur and the company's management in regards to bumping rights and procedures. A seniority list is also included.

**Series VII Pamour Inc.**  
**1986-1988**  
**0,7cm of textual records**

VII, 1 Assay Office – Pamour Inc  
1986-1988  
0.4 cm of textual records

This file contains records in regards to a group grievance from assay lab at Schumacher Mine. It consists of grievance report, proposed rate structure for BDG Analytical Services and union guidelines and correspondence.

VII,2 [Pamour Inc. Job postings]  
1986-1987  
0,3cm of textual records

This file consists of job postings and correspondence.

VII,3 [Pamour #1-Map of Location for Salvage Muck]  
1980  
1 blue print

Consists of a blue print.

**Series VIII The Daily Press**  
**1989**  
**0,1cm of textual records**

VIII, 1 The Daily Press Grievances  
1989  
0,1cm of textual records

This file consists of correspondence in regards to employees' complaints and grievances against the company.

## Index

-A-

Accounting, 2, 4  
Administration, 2

-C-

Cash Book, 2  
Chapleau Co-generation, 1, 3, 4,

-E-

E.R.G., 1, 11

-G-

General correspondence, 2, 4, 6, 9  
Giant Yellowknife Mines, 1, 4  
Grievances, 1, 5, 6, 8, 9, 11, 12

-H-

Health & Safety, 1, 5, 6, 7, 8

-L-

Layoff, 7, 10, 11  
Luzenac, 1, 4, 5, 6

-M-

Merger, 1, 2  
Minutes, 1, 2, 3, 4, 5, 6, 7

-P-

Pamour Porcupine Mines, 1  
Pamour Inc.1, 2, 4, 11, 12

-R-

Royal Oak Mines, 1, 2, 6, 7, 9, 10, 11

-S-

Steeley. *See* Luzenac

-T-

The Daily Press, 12