

**P130 USWA Local 4440 fonds**  
**1950-2002 (predominant dates 1990-1999)**  
**96,4 cm of textual records, graphic materials 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 files on the Royal Oak Mines bankruptcy include documents describing the concerns of the Union on the measures taken by the company. The fonds also contains documents concerning the social impact Local 4440 had within the various communities of its membership.

This fonds is divided into 6 series arranged in alphabetical order. The series are: I) Administration; II) Chapleau Co-Generation; III) Giant Yellowknife Mines; IV) Luzenac; V) Pamour Porcupine Mines Ltd; VI) Royal Oak Mines.

**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**

**19,2 cm of textual documents, graphic materials and ephemera**

- I,1 [Local 4440 – By-laws]  
[199?]  
9 sheets of textual documents

This file contains different versions of the USWA Local 4440 by-laws.

Note: Title given according to content.

- I,2 Minute Books  
1950-1999  
12, 3 cm of textual records

This file consists of 2 Minute Books and 3 attendance record books of Local 4440 General meetings.

Note: 1 minute book is identified as Pamour (1982-1994) and the other as Royal Oak (1994-1999).

- I,3 Accounting/Cash Book  
1978-1996  
5,0 cm of textual records

This file consists of 3 cash books of Local 4440

- I,4 [Local 4440 – General correspondence]  
1992-1994  
0,5 cm of textual documents

This file contains correspondence regarding to Homer Seguin's retirement and the appointment of the new Local President.

Note: Title given according to content.

- I,5 [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,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.

**Series II      Chapleau Co-generation limited  
1990-1999  
10,2 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 Job descriptions  
Undated – 1995  
0.8 cm of textual records

This file consists of job descriptions, work rules and a booklet "Basic Maintenance", training module, Chapleau Co-generation Limited.

- II,3 Grievances  
1991-1998  
0.2 cm of textual records

This file contains grievances, reports and related documents.  
Note: Restriction of access applies to some documents.

- II,4 Chapleau Co-Generation – negotiations  
1990-1999  
5.0 cm of textual records

This file contains documents attesting to negotiations between USWA Local 4440 and Chapleau Co-generation, for 1990, 1992, 1994, 1996 and 1998. It consists in notes, proposals by both parties, memos, votes of bargaining units and collective agreements.  
Note: 3 copies of 1998-2000 Collective Agreements with original signatures.

- II,5 Chapleau Co-generation – [Openings]  
1995-1999  
14 Sheets of textual records

This file consists of job postings and letter of understanding with regards to temporary employees.

- II,6 Health & Safety  
1991-1999 (Predominant dates: 1991-1993)  
0.3 cm of textual records

This file consists of memos, notes and policies relating to health and safety at Chapleau Co-generation.

- II,7 Chapleau Co-generation – Reorganization  
1994-1998 (Predominant dates: 1994)  
0.6 cm of textual records

This file consists of records on the reorganization of the company in 1994 and 1998. It contains memos, charts, notes, telephone lists, documenting the proposed changes and the restructuring of the company.

- II,8 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,9 Chapleau Co-generation – [Wages]  
1991-1998  
0.4 cm of textual records

This file contains memos, plans, lists and payrolls. The records are in regard to the company's incentive wage rate plan, shut down, holiday pay and overtime payment.  
Note: Restriction of access applies to some documents.

- II,10 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,11 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,12 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**  
**3,3 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    Giant Yellowknife Mines – Lay-off List  
1989  
1 cm of textual documents

This file contains lists of laid-off employees and of their training.

Note: Restriction of access applies to some documents.

**Series IV      Luzenac**  
**1985-1997**  
**13,5 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    Luzenac – postings  
1989-1995  
0.1 cm of textual records

This file contains records on creation of positions, job descriptions and postings.

- IV,3 [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.  
Note: Restriction of access applies to some documents.

- IV,4 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,5 Negotiations  
1990-1996  
5.5 cm of textual records

The file of 3 folders contains records documenting negotiations with Luzenac in 1990, 1993 and 1996. It consists of memos, proposals, indentures, notes and agreements. The names of Local 4440 negotiation committee are also included (1996).

- IV,6 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,7 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,8 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,9 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,10 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 Pamour Porcupine Mines  
1982-1987  
0,6 cm of textual documents**

- V,1 [Local 4440 - Pamour Mines – Human Resources]  
1982-1987  
0,6 cm of textual documents

This file contains correspondence between Local 4440 and Pamour Mines Ltd. dealing with worker safety, job postings and petitions to vote on a contract offer.

**Series VI Royal Oak Mines  
1992-2002  
49,6 cm of textual documents**

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

This file consisting of 9 folders contains incoming and outgoing correspondence from Royal Oak Mines regarding job postings, notice of successful applicants and notice of contractors.

Note: Title given according to content.



Note: Restriction of access applies to some documents.

- VI,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, a copy of the Mine Emergency Procedures, accident reports and incidents reports.

- VI,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.

- VI,4 Royal Oak Mines – Lay-offs  
1997  
1 cm of textual documents

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

- VI,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..

Note: Title given according to content.

- VI,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.

- VI,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.
- VI,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.
- VI,9 [Royal Oak Mines Bankruptcy – Press Releases]  
1999-2001  
1, 5 cm of textual documents
- This file contains press clippings about the Royal Oak Mines bankruptcy and the Kinross purchase.  
Note: Title given according to content.
- VI,10 Royal Oak Mines - Bankruptcy  
1999  
10,3 cm of textual documents
- This file of 4 folders contains copies of Court Orders, Court Documents and correspondence related to the Royal Oak Mines bankruptcy.
- VI,11 Royal Oak Mines – Sunlife-Demutualization  
2000-2002  
1 cm
- This file contains the legal documents regarding the demutualization of Sunlife with Royal Oak Mines, employees.

