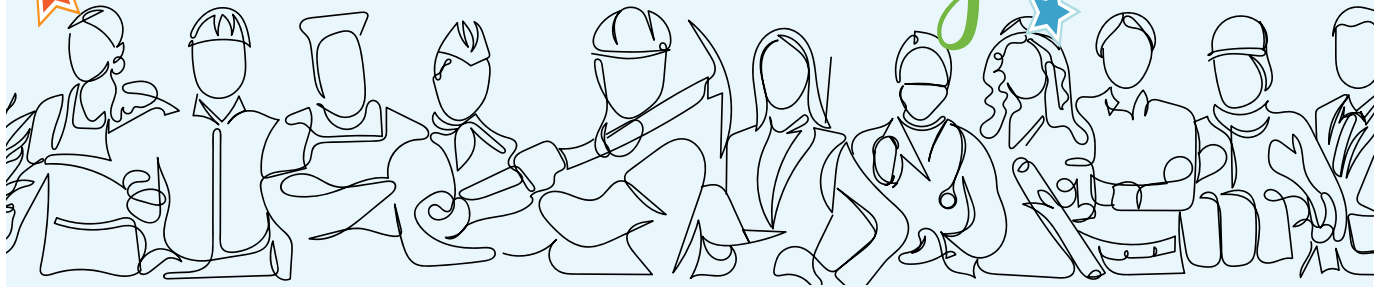


2024

Wishing you
a happy

Labor Day



Plain & Valley

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Labour Day: the holiday Canada gave the world

Welcome to Labour Day, the holiday that is so much a part of our culture that Canadians rarely pause to consider its true purpose and meaning.

Today, Labour Day is often more associated with fairs and festivals, and a last summer weekend at the cottage, than with what it was meant to be—a heartfelt celebration of workers and their families.

That's too bad, but perhaps not surprising. In a way, the holiday has become a victim of the labour movement's enduring success in improving the lives of working Canadians.

Today we take paid holidays, safe work places, medical care, unemployment insurance, fair hours, union wages and 'the weekend' for granted. But how many of these advances would have happened if it were not for the long-forgotten heroes who fought so hard to make unions, and Labour Day, a reality in the first place?

Labour Day began in Canada on April 15, 1872, a mere five years after Confederation. On that historic day the Toronto Trades Assembly, the original central labour body in Canada, organized the country's first significant 'workers demonstration.'

At the time trade unions were still illegal, and authorities still tried to repress them, even though laws against "criminal conspiracy" to disrupt trade unions had already been abolished in Britain.

Despite the obstacles, the assembly had emerged as an important force in Toronto. It spoke out on behalf of working people, encouraged union organization and acted as a watchdog when workers were exploited. Occasionally, it also mediated disputes between employers and employees.

By the time the landmark parade was organized in 1872 the assembly had a membership of 27 unions, representing wood workers, builders, carriage makers and metal workers, plus an assortment of other trades ranging from bakers to cigar makers.

One of the prime reasons for organizing the demonstration was to demand the release of 24 leaders of



the Toronto Typographical Union (TTU), who had been imprisoned for the "crime" of striking to gain a nine-hour working day.

The event took on a life of its own and was one that authorities could not ignore.

Held on Thanksgiving Day, which was then observed in the spring, the parade featured throngs of workers and a crowd estimated at 10,000 Torontonians who applauded as the unionists marched proudly through the streets, accompanied by four bands. In speeches that followed, trade union leaders demanded freedom for the TTU prisoners and better conditions for all workers.

It was a defining moment in Canadian labour history, opening the door to the formation of the broader Canadian labour movement over the next decade and sowing the roots of what is now an

annual workers' holiday around the world.

The Toronto parade inspired leaders in Ottawa to stage a similar event. A few months later, on September 3, 1872, seven unions in the nation's capital organized a parade more than a mile long, headed by an artillery band and flanked by city firemen.

The Ottawa parade passed the home of Sir John A. MacDonald, the prime minister. He was hoisted into a carriage and taken to City Hall where, by torch light, he made a ringing promise to sweep away "such barbarous laws" as those invoked to imprison the TTU workers in Toronto.

The 'Old Chieftain' kept his word. Before the year was out the hated laws were gone from the statute books in Canada.

In 1873 the Toronto Trades Assembly called a national convention and

set up the first national central organization, the Canadian Labour Union (CLU), which in 1886 became the Trades and Labour Congress of Canada (TLC), which was one of the forerunners of the present Canadian Labour Congress (CLC), now the major national labour organization in Canada.

Labour Day celebrations in the United States began in the 1880s, inspired by the beginnings made in Canada.

Initially, Labour Day was celebrated in the spring but that did not last long. After it was declared a legal holiday by the Parliament of Canada on July 23, 1894, the celebration was moved to the early fall, where it has remained ever since.

Around the world today Labour Day is celebrated at different times. In Europe, Latin America, Africa and Asia it is known as "May Day"—or International Workers' Day—and it is celebrated on May 1. In New Zealand, it is held on the fourth Monday in October, and in Australia the date varies from state to state across the country.

But wherever it is celebrated, the purpose remains the same. In the same spirit it began so many years ago, it remains a day that affirms the dignity and honour of working people everywhere.



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Workers or labourers are an inseparable part of the society, and on a larger scale, of the nation. We all are heavily dependent on the contribution of everyone surrounding us, so we also must give back to them in return. On Labour Day, May Day, or International Workers' Day, we can pay our respect to their efforts and celebrate their jobs without creating any discrimination among them.

*Sending our appreciation and respect to the workers of every field.
Happy Labour Day!*



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Labour day is a great opportunity to honour all workers and show how appreciated their efforts are! Thank you for your continued outstanding work.

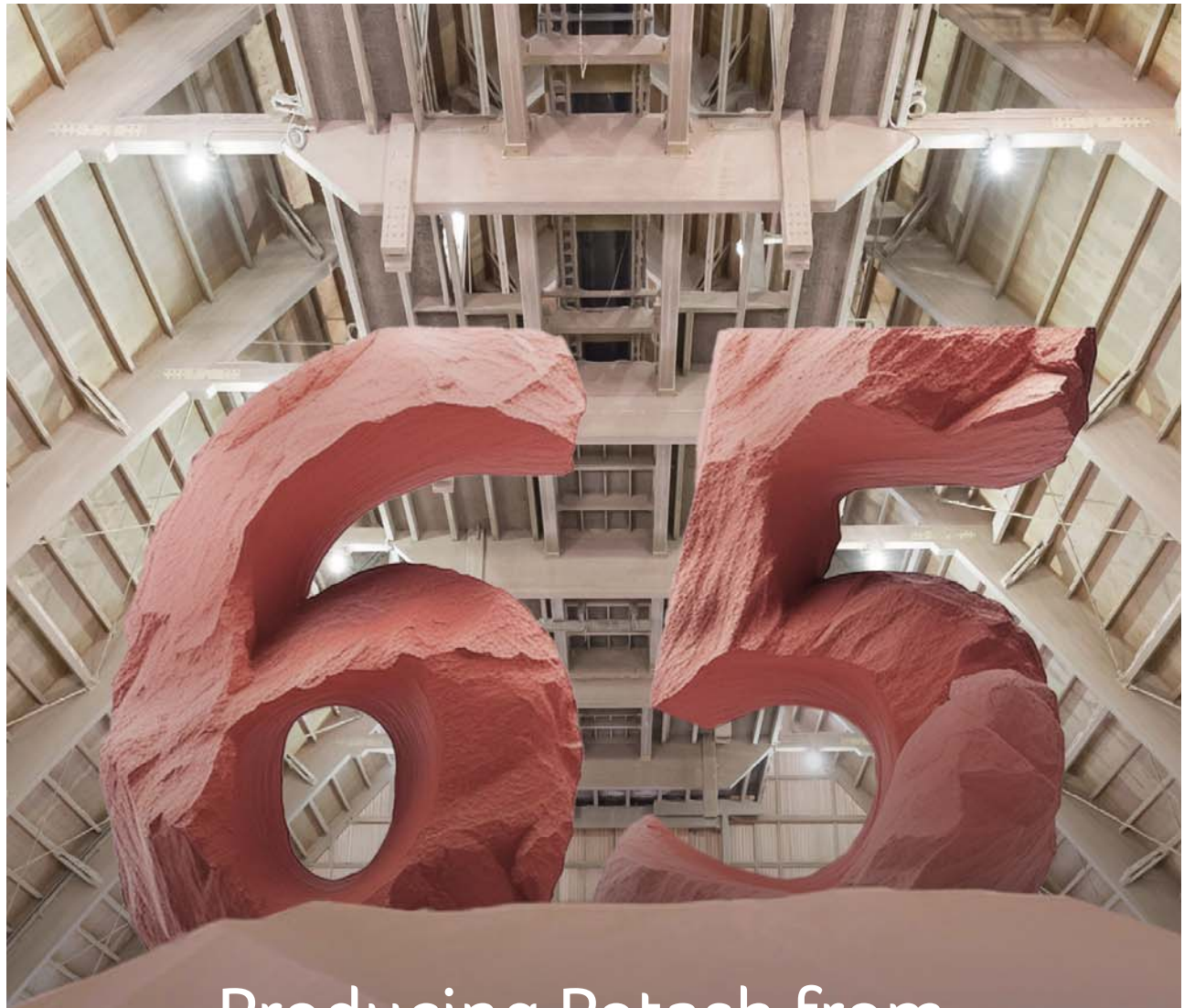
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Nutrien

Innovation is Changing the Landscape for Nutrien

65 years of technological advancements brings AI to mining



Control Panel

When Nutrien opened the first potash mine in Saskatchewan at Patience Lake in 1959, rudimentary tools and machines were the standard as technology wasn't considered a key factor during those early days, but things have changed a lot.

As Nutrien celebrates 65 Years of Potash Production in the province the technological advancements made over those decades have been staggering as Nutrien is now integrating cutting edge global technology that includes artificial intelligence.

"BeltVision is working, and worth it," Dylan Stewart, an Employee Driven Reliability Specialist at Rocanville said emphatically.

During his early morning shift on May 10th Dylan experienced firsthand why BeltVision is considered a game changer in the mining industry. That morning, using the artificial intelligence app Dylan noticed that a splice on a conveyor belt had incurred significant damage.

"Under normal conditions, if a splice was noticed in the middle of the night, a decision would be made on whether it is going to last until the belt crew arrives. The panel operator on that shift was surprised to hear from reliability in the late hours of the night. A reliability team member happened to be viewing the active belts that the miners were dumping ore onto that night, as this was happening, the damaged splice was noticed. The damage was significant enough that Operations had to be notified immediately to avoid a failure. The crew captain made the decision to stop the belt and allow our employees to make the repair," Dylan explained.

Although the belt was damaged, the incident turned out to be a positive.

"This opened a lot of positive conversations around proactive maintenance, BeltVision technology, and using operations to repair belts other than miner extensible belts. There were some production employees who were unaware of our ability to monitor splice conditions, this also created positive conversation around communication. Without having the ability to view the splices in detail, we stood a greater chance of having a failure on a splice," Dylan said.

BeltVision is an application that was first implemented into the Rocanville site in 2020. It was introduced after our Potash team identified the mainline conveyor belts as a significant bottleneck and source of downtime. These belts which are kilometers in length bring the ore from our borers to the hoists that bring it to the surface – they're the arteries of our sites. One significant recurring potential issue with these belts is splice failures. Mechanical splices – a series of clips that look like a zipper – connect two pieces of belt material, and sometimes they fail.

BeltVision utilizes AI to recognize and analyze belt splices and damage.

"We can see detailed images of splice clips while the belt conveys ore. We also have employees doing a physical visual inspection of the belt and documenting how many damaged splices they observed. We use BeltVision to help determine when we should schedule a repair," Dylan said.

The success of BeltVision is the result of many teams collaborating to make it happen. Multiple IT teams, such as Digital Transformation, Converged Technology, Connected Worker as well as ETC teams such as Operational Excellence, and our Maintenance and Reliability group were part of the implementation.

Site engineering, site IT, operations and many others also have been a part of making this technology successful and the lessons learned in the implementation extend throughout the Nutrien network.

"The cameras operate in hot, dusty environments. They see a lot of vibration. We must stay on top of keeping the camera lens' clean, and ensuring the proper hardware is installed to keep the camera protected. Several departments play a role in installing a camera and using it for its designed purpose, we are improving communication amongst all involved departments which plays a significant role in why it is working well," Dylan explains.

Prior to BeltVision being installed, production was regularly halted due to scheduled shutdowns. Manual splice inspections needed to be performed, these inspections were expensive and resulted in downtime.

"These types of catches make a considerable impact when it comes to the value for up time to Nutrien / Potash / Rocanville and help eliminate serious safety risks," Justin Stade, Director, Commercial Planning & Business Process Improvement stated.

In the last four years the technology has been trialed at other sites, enabling the knowledge transfers within the Nutrien network. BeltVision is just part Nutrien's commitment to our core values that include safety and integrity as we continue the push to Feed the Future.

"The BeltVision application only works if we have excellent people in charge of reliability like Dylan. He is always up to date on the status of the belts on BeltVision, communicates in a very clear and timely manner with our team at corporate, and is obviously organized and communicative with his team on site (based on how quickly things are fixed, cameras are cleaned, etc.). The benefits of the application are realized because of Dylan's commitment to safety, integrity, and reliability," Jayme Mitchell, Data Scientist added.



Dylan Stewart, Employee Driven Reliability Specialist, Rocanville



Labour Day in Canada

Labour Day, the first Monday in September, has been a statutory holiday in Canada since 1894. It originated in the first workers' rallies of the Victorian era. Historically, workers marked the day with various activities. These included parades, speeches, games, amateur competitions and picnics. The holiday promoted working-class solidarity and belonging during a time of rapid industrialization. Since the Second World War, fewer and fewer people have participated in Labour Day activities. Nevertheless, it remains a statutory holiday. Many Canadians now devote the Labour Day holiday to leisure activity and family time.

Before the 1880s, people held sporadic festivities in connection with larger labour movements. Some historians trace the origin of Labour Day to the Nine Hour Movement (1872).

Labour organizations began to hold celebrations more frequently following a labour convention in New York in September 1882. Spurred on by this initial success, the American Federation of Labor and the Knights of Labor actively promoted workers' celebrations on the first Monday in September in the United States. The Canadian chapters of these organizations did the same. Records show similar gatherings in Toronto (1882); Hamilton and Oshawa (1883); Montreal (1886); St. Catharines (1887); Halifax (1888); Ottawa and Vancouver (1890); and London (1892).

As the event grew more popular nationwide, labour organizations pressured governments to declare the first Monday in September a statutory holiday. Their impact was significant enough that the Royal Commission on the Relations of Labor and Capital in Canada (1886-89) recommended that the federal government establish a "labour day." Before this, the day had of-

ficial status in only a few municipalities. Montreal, for example, declared it a civic holiday in 1889.

In March and April 1894, more than 50 labour organizations from Ontario, Quebec, New Brunswick, Manitoba and British Columbia petitioned parliamentarians. These groups included several regional trade and labour councils, as well as local assemblies of the Knights of Labor. They based their lobbying movement on similar initiatives from American unions. In the House of Commons, a bill sponsored by Prime Minister John Thompson prompted the debate about the holiday's legal status in May 1894. The House passed an amended holiday law without major discussion. It received royal assent on 23 July. The United States federal government also recognized the holiday in 1894.

The provinces had no choice but to adapt. For example, Quebec parliamentarians announced that the province's courts would not sit on the first Monday in September of that year. It wasn't until 1899 that the province granted the holiday legal status, ordering school boards to delay the start of classes until after the first Monday in September.

Canadians celebrated Labour Day with much ceremony on September 3, 1894. In Montreal, the city's Trades and Labour Congress played a key role in organizing events for the day. A parade set out from the Champ de Mars park at 9 a.m. Its divisions grouped together unions representing the same trade. The Grande-Hermine local assembly of the Knights of Labor led the way. It guided participants to a park where they held speeches, games and a picnic. In Quebec City, the Trades and Labour Congress chose instead to hold a mass followed by entertainment. This included bicycle competitions, foot races and a lacrosse match.

LiUNA!

 Local 180
Labourers' International Union of North America


LIUNA Local 180 would like to thank the hard working people of Saskatchewan this Labour Day. Together we will continue the fight for safer working conditions and better wages

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www.local180.ca

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2206 E Emmett Hall Road
Regina, SK S4N 3M3

On Labour Day, we recognize the hard working people of our province & the invaluable contributions of the Saskatchewan workforce in continually building our province!



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The origins of Labour Day can be traced back to April 15, 1872. No matter where you find yourself this Labour Day, take a minute to think about Canada's labour pioneers. Their actions laid the foundations for future labour movements and helped workers secure the rights and benefits enjoyed today.



www.local771.ca



International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

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Looking forward to Labour Day

The meaning behind some parts of our history tends to fade from our collective memory over time. This is certainly the case for Labour Day, a holiday that has taken on a whole new significance through the years. One thing remains the same, however: Canadians continue to welcome this long weekend with open arms!

Nowadays, Labour Day signals the end of summer activities and the beginning of a new school year, and it is a time to relax before our busy fall schedules take precedence. Even though there is still a feeling of summer in the air, we become more aware that the days are getting shorter and we notice that the harvest season is around the corner, bringing fall scents like hay and wet fallen leaves.

Labour Day is a time of change in many different ways, and it provides a wonderful opportunity to roam the countryside, stocking up on freshly-picked vegetables or biting into crispy apples. It is a favourite time of year for outdoor enthusiasts of all kinds, with some people taking advantage of this three-day weekend to travel even further afield, exploring new areas of the country.

Yet there is a great deal of meaning behind this special event, which we all celebrate on the first Monday of September. It should also be a time to remember the origins of Labour Day, to remember that, without the efforts and sacrifices of the labour movement to improve working conditions during the 1880s and '90s, this holiday would not exist. That vast mobili-

zation of the labour force, born in big cities such as Toronto, Ottawa, and Montreal, grew to encompass the entire Canadian working class and became the holiday that we know today.

Labour Day is more than just another day off. This 1st of September, let's celebrate the success of the workplace and think about ways of improving every aspect of work, so that every day is safer and more fulfilling. Labour Day has been celebrated on the first Monday of September for more than a century. In fact, the first Labour Day parade was held in New York in 1882. Twelve years later, Labour Day became an official holiday in the United States as well as in Canada.

Picnics, fireworks and many other activities organized by unions take place during this long weekend, to remind us of the great battles that were won over the years and the challenges faced by a work environment in perpetual transition. It's the perfect occasion to make sure that safety will remain a priority and that new ways will be found to consolidate family and work.

While primarily a celebration of the working class, Labour Day is increasingly recognized as the unofficial end of summer. Therefore, take the time during this long week-end to fully enjoy summer's last effort. Make it a weekend to remember by joining in public events in the city or in the country; celebrate with an outdoor barbecue and one last splash in the pool or the lake! During these festivities, also take a minute to fully appreciate the fact that having a job enables you

to enjoy the good things in life, while building a good future for yourself and your loved ones.

Happy Labour Day!

Thank you to all the hardworking men and women of Saskatchewan, as well as the employers, who have helped build this province and have contributed to our quality of life.



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The United Steelworkers is Canada's most diverse union, representing men and women working in every sector of the economy. We are the largest private sector union in both Canada and North America with more than 225,000 members in Canada and more than 800,000 members continent-wide.

This is our day to celebrate the struggles and accomplishments of all Canadian workers.

On behalf of the United Steelworkers and Local 7916 we want to take this time to wish all working people in all sectors of the Canadian workforce a safe and happy labor day.

USW LOCAL 7916

