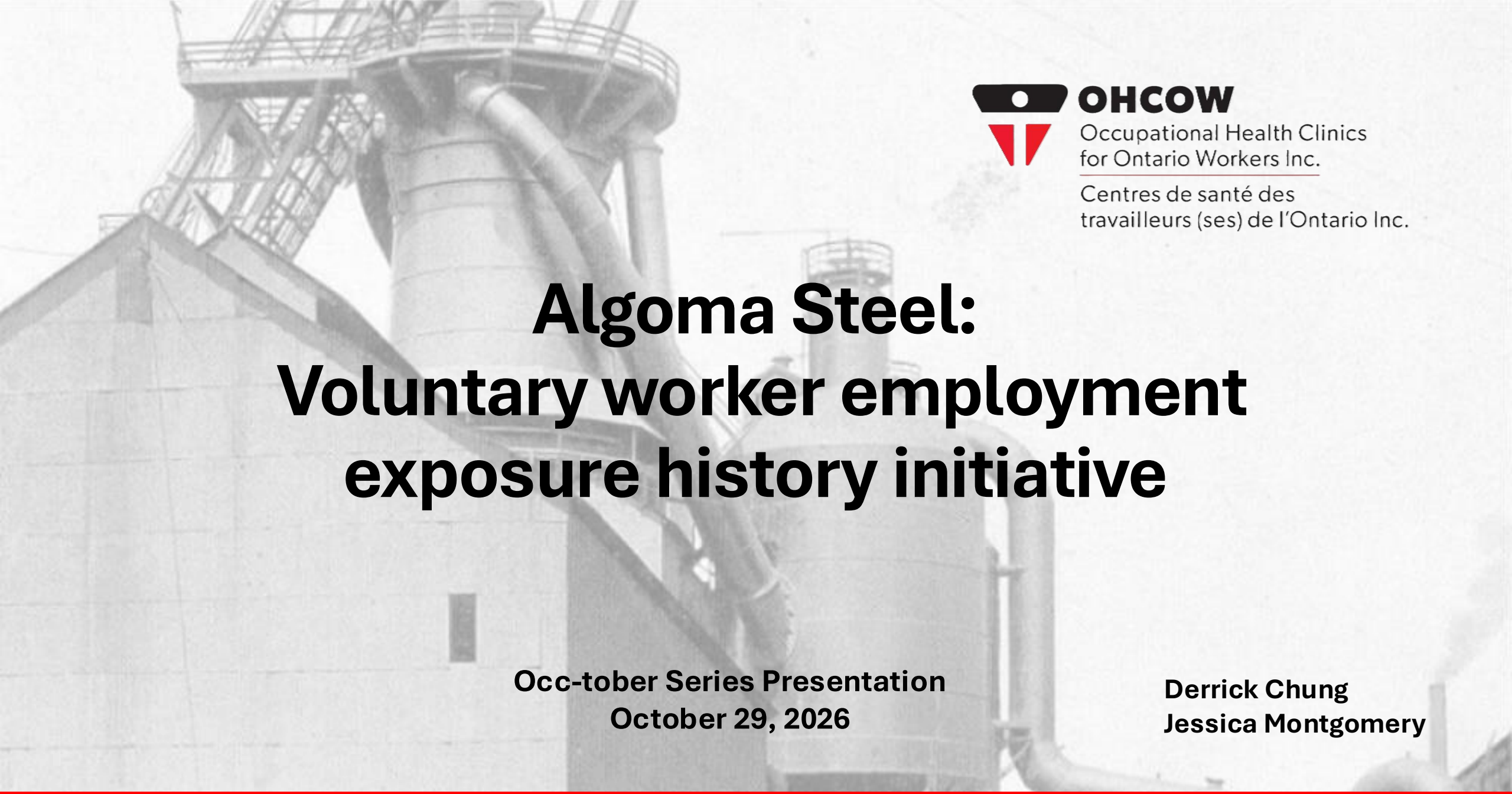


OHCOW
Occupational Health Clinics for Ontario Workers Inc.
Centres de santé des travailleurs (ses) de l'Ontario Inc.

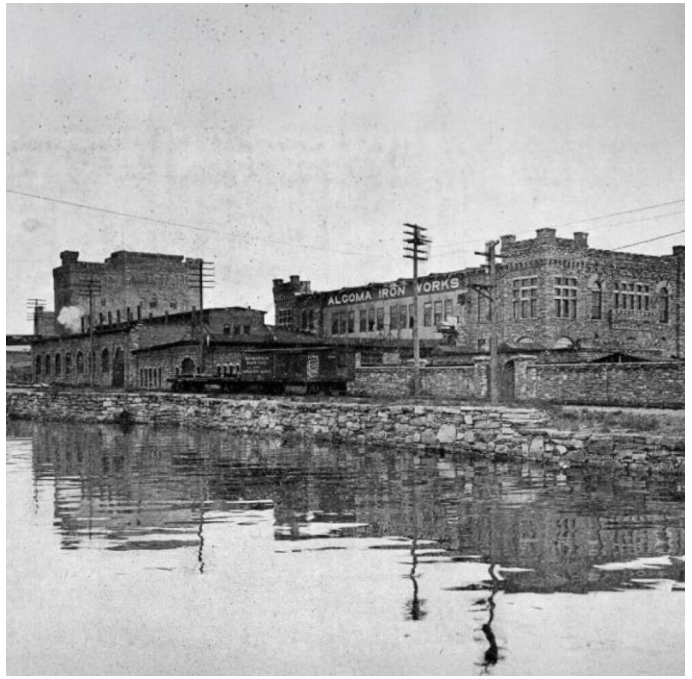
Algoma Steel: Voluntary worker employment exposure history initiative

Occ-tober Series Presentation
October 29, 2026

Derrick Chung
Jessica Montgomery

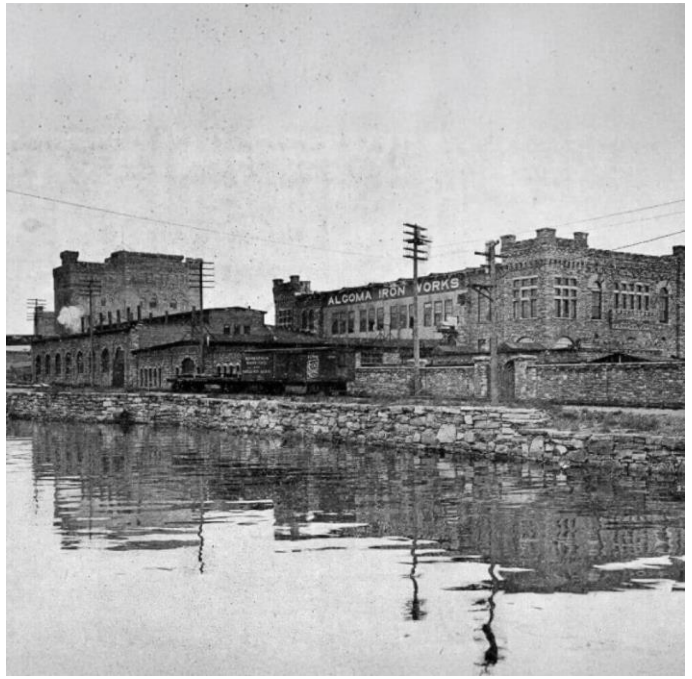
A Brief History of Algoma Steel

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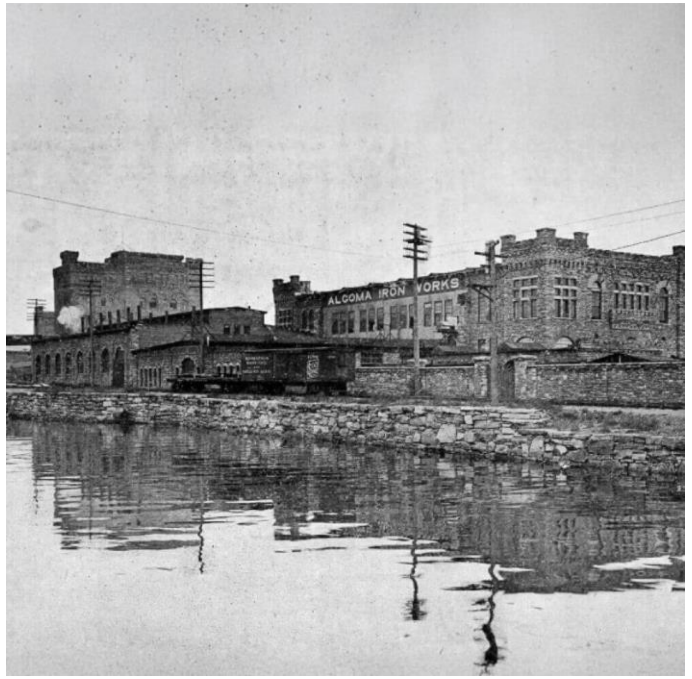


UNITED STEELWORKERS USW UNITY AND STRENGTH FOR WORKERS LOCAL 2251

UNITED STEELWORKERS USW LOCAL 2724

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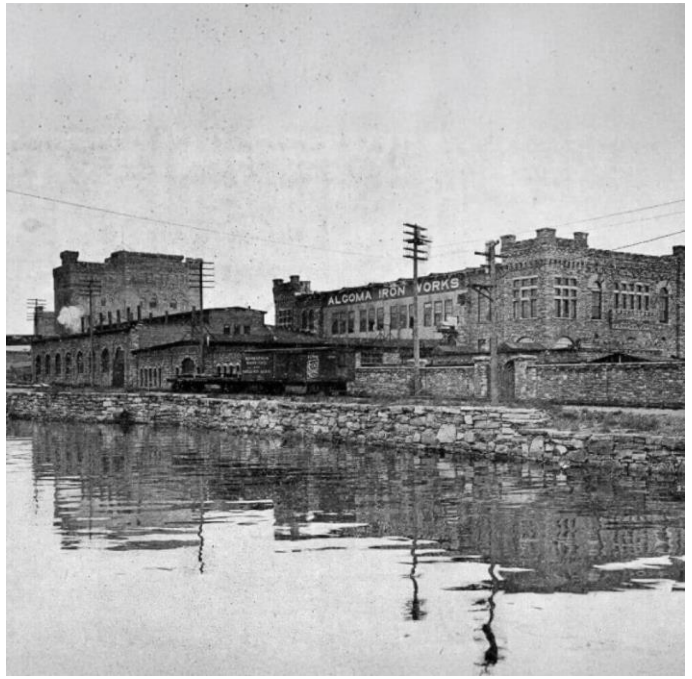


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USW
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- **The cluster investigation** (revamped in 2022) focuses on reviewing previously denied claims using updated evidence, legislation, and interdisciplinary assessment
- **Ongoing work** includes conducting individual file reviews, exposure tracking, supporting affected workers/retirees, reviewing the Glioblastoma mini cluster, and documenting work histories to strengthen future health and claims outcomes



UNITED STEELWORKERS USW UNITY AND STRENGTH FOR WORKERS LOCAL 2251

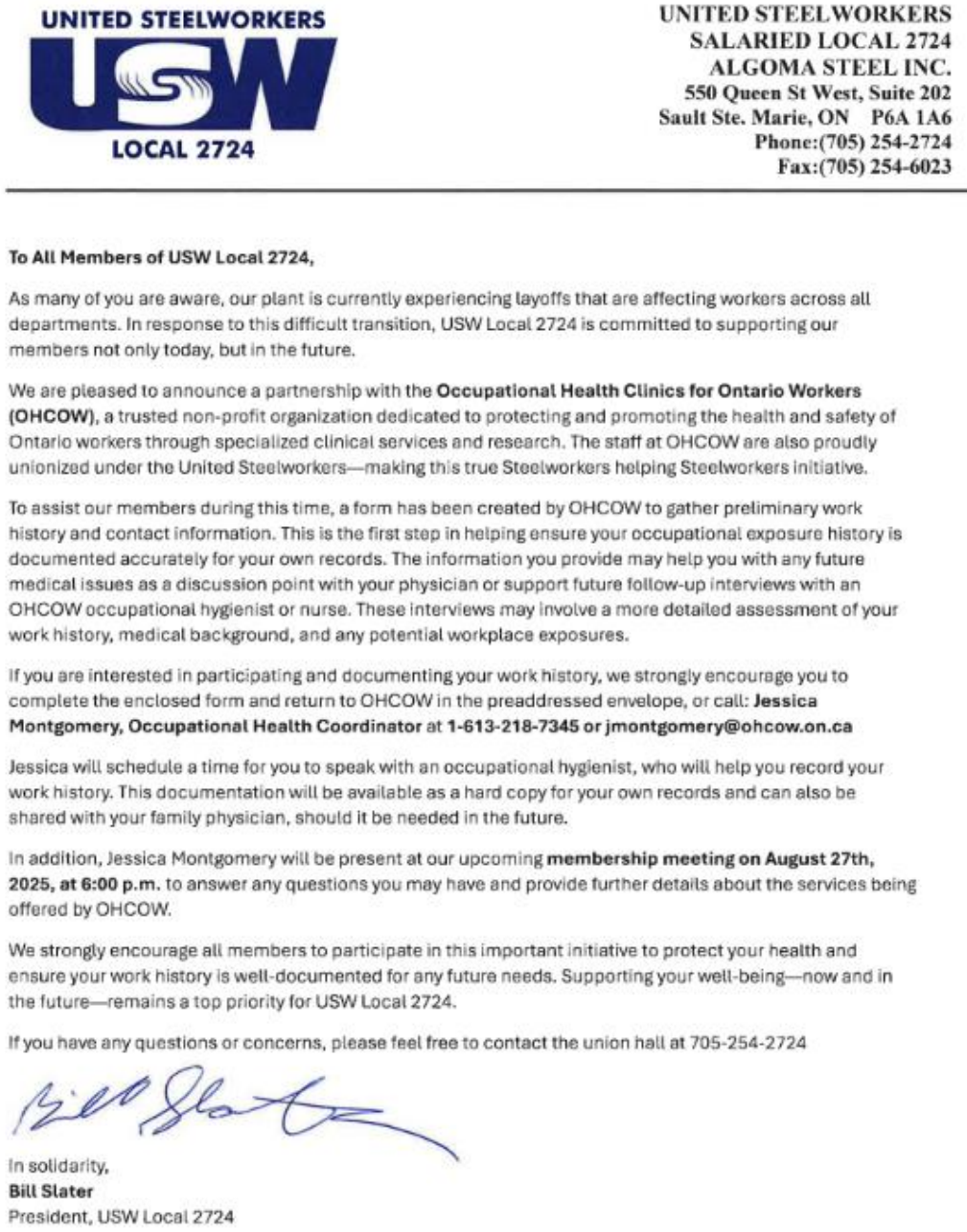
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Observed Diagnoses

Pulmonary Fibrosis	COPD	Asthma
Lung Cancer	Pancreatic Cancer	Colorectal Cancer
Kidney Cancer	Bladder Cancer	Esophageal Cancer
Prostate Cancer	Glioblastoma Multiforme	Non-Hodgkin's Lymphoma

OHCOW Engagement with USW Local 2724 – July 2025

- In July 2025, USW Local 2724 requested OHCOW's support to discuss services available to workers affected by the Algoma Steel layoffs.
- OHCOW staff met with the USW Local 2724 executive team and prepared a letter that was mailed to more than 500 workers.
- In August 2025, Jessica attended USW Local 2724's General Membership Meeting in Sault Ste. Marie, connected with Labour Council members and the SOAR chapter to share information about the initiative and raise community awareness.



UNITED STEELWORKERS
USW
LOCAL 2724

UNITED STEELWORKERS
SALARIED LOCAL 2724
ALGOMA STEEL INC.
550 Queen St West, Suite 202
Sault Ste. Marie, ON P6A 1A6
Phone:(705) 254-2724
Fax:(705) 254-6023

To All Members of USW Local 2724,

As many of you are aware, our plant is currently experiencing layoffs that are affecting workers across all departments. In response to this difficult transition, USW Local 2724 is committed to supporting our members not only today, but in the future.

We are pleased to announce a partnership with the **Occupational Health Clinics for Ontario Workers (OHCOW)**, a trusted non-profit organization dedicated to protecting and promoting the health and safety of Ontario workers through specialized clinical services and research. The staff at OHCOW are also proudly unionized under the United Steelworkers—making this true Steelworkers helping Steelworkers initiative.

To assist our members during this time, a form has been created by OHCOW to gather preliminary work history and contact information. This is the first step in helping ensure your occupational exposure history is documented accurately for your own records. The information you provide may help you with any future medical issues as a discussion point with your physician or support future follow-up interviews with an OHCOW occupational hygienist or nurse. These interviews may involve a more detailed assessment of your work history, medical background, and any potential workplace exposures.

If you are interested in participating and documenting your work history, we strongly encourage you to complete the enclosed form and return to OHCOW in the preaddressed envelope, or call: **Jessica Montgomery, Occupational Health Coordinator** at **1-613-218-7345 or jmontgomery@ohcow.on.ca**

Jessica will schedule a time for you to speak with an occupational hygienist, who will help you record your work history. This documentation will be available as a hard copy for your own records and can also be shared with your family physician, should it be needed in the future.

In addition, Jessica Montgomery will be present at our upcoming **membership meeting on August 27th, 2025, at 6:00 p.m.** to answer any questions you may have and provide further details about the services being offered by OHCOW.

We strongly encourage all members to participate in this important initiative to protect your health and ensure your work history is well-documented for any future needs. Supporting your well-being—now and in the future—remains a top priority for USW Local 2724.

If you have any questions or concerns, please feel free to contact the union hall at 705-254-2724

In solidarity,
Bill Slater
President, USW Local 2724

EAF Transition & Layoffs

- In December 2025, Algoma Steel announced the closure of blast furnace and coke-making operations, transitioning to Electric Arc Furnace steelmaking instead.





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Sudbury

Mass layoffs take effect at Algoma Steel in Sault Ste. Marie, Ont.

In December, company announced a thousand employees would be laid off amid U.S. tariffs, electric transition

EAF Transition & Layoffs

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- As per the company, the U.S. tariffs imposed in 2025 significantly expedited the transition, which was previously anticipated to take place in 2027.
- As of March 2026, approximately 1,000 layoff notices were issued by Algoma Steel.





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Sudbury

Mass layoffs take effect at Algoma Steel in Sault Ste. Marie, Ont.

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News / Local News

Algoma Steel issues 1,000 layoff notices, closing blast furnace and coke-making operations

Elaine Della-Mattia

Published Dec 01, 2025 • Last updated Dec 01, 2025 • 7 minute read

Join the conversation



Algoma Steel's Shane Gillespie explains the electric arc furnace to Sault Ste. Marie MP Terry Sheehan and FedNor Minister Patty Hajdu, while CEO Michael Garcia looks on during a visit to the Sault steelmaker last July. On Monday, it was announced that Algoma issued 1,000 layoff notices, effective March 23. PHOTO BY ELAINE DELLA-MATTIA /The Sault Star

Diagnosis's come decades after exposure

01 The latency gap

Many occupational cancers and lung diseases diagnoses occur 15–40 years after first exposure. By then the plant may be closed, the process changed or the worker may be deceased

02 Memory Gaps

A claim decided in 2045 rests on what someone wrote down in 2026.

03 Nobody else is keeping it

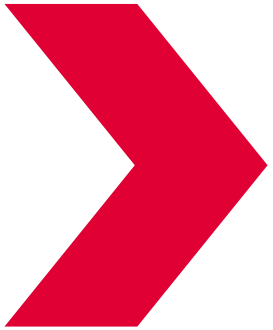
Employer monitoring records are partial, task-based and not built to follow an individual worker across jobs, sites, and across multiple employers.

Work History Initiative

Supporting workers and retirees impacted by layoffs by providing a valuable record of work and exposure histories for personal use and future health considerations.

Request Received

Worker requests work and exposure history interview via Microsoft Forms page or USW Locals 2251/2724



Work History Initiative

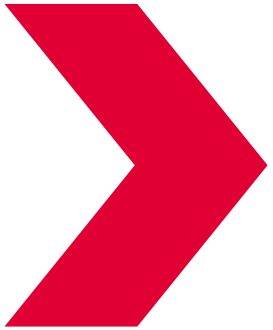
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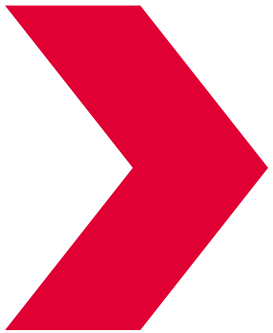
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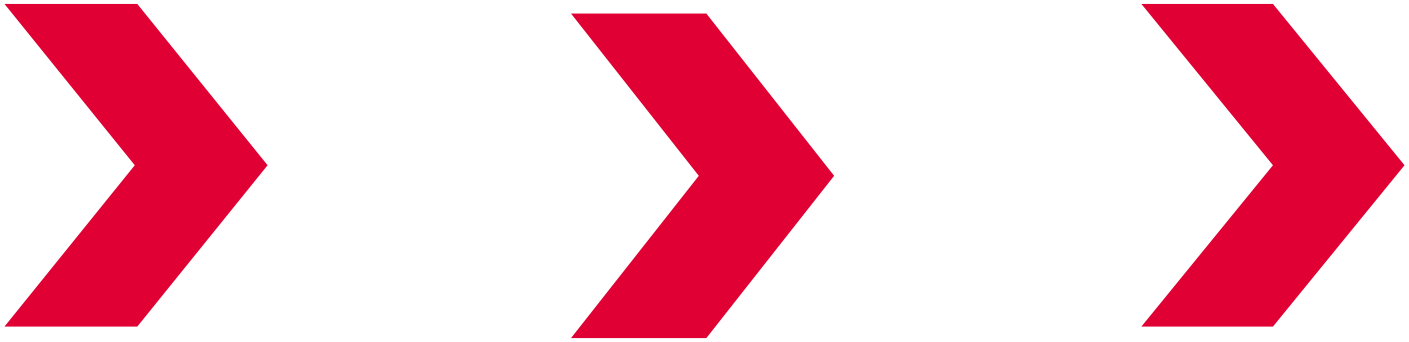
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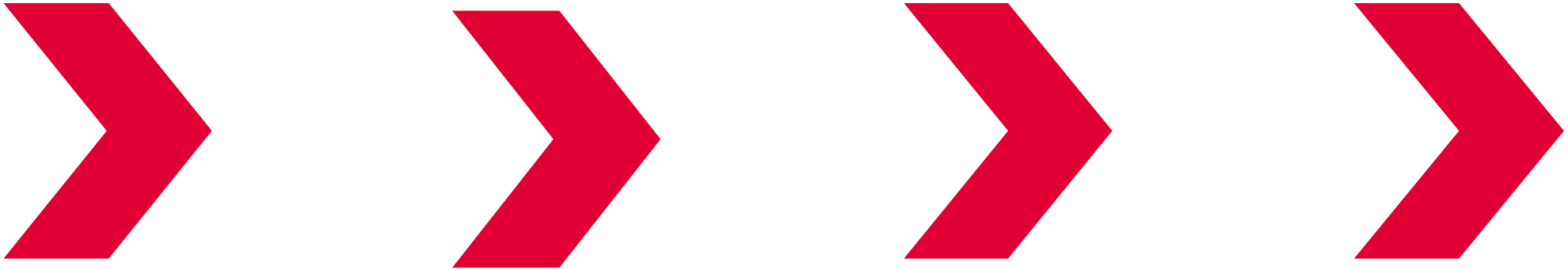
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Interview & Final Report

After the interview, a report detailing work and exposure history is prepared and sent to the worker by mail/email



What a complete work history contains

Agent

Product or chemical name, trade name, form (dust, mist, fume, vapour), and the SDS if you can get it.

Task & process

What the worker was doing, the equipment involved, and what changed when the process changed.

Time

Dates, shift length, frequency and duration of the task — not just "worked there 12 years".

Controls & PPE

Ventilation present or absent, respirator type, fit-testing, and when controls failed.

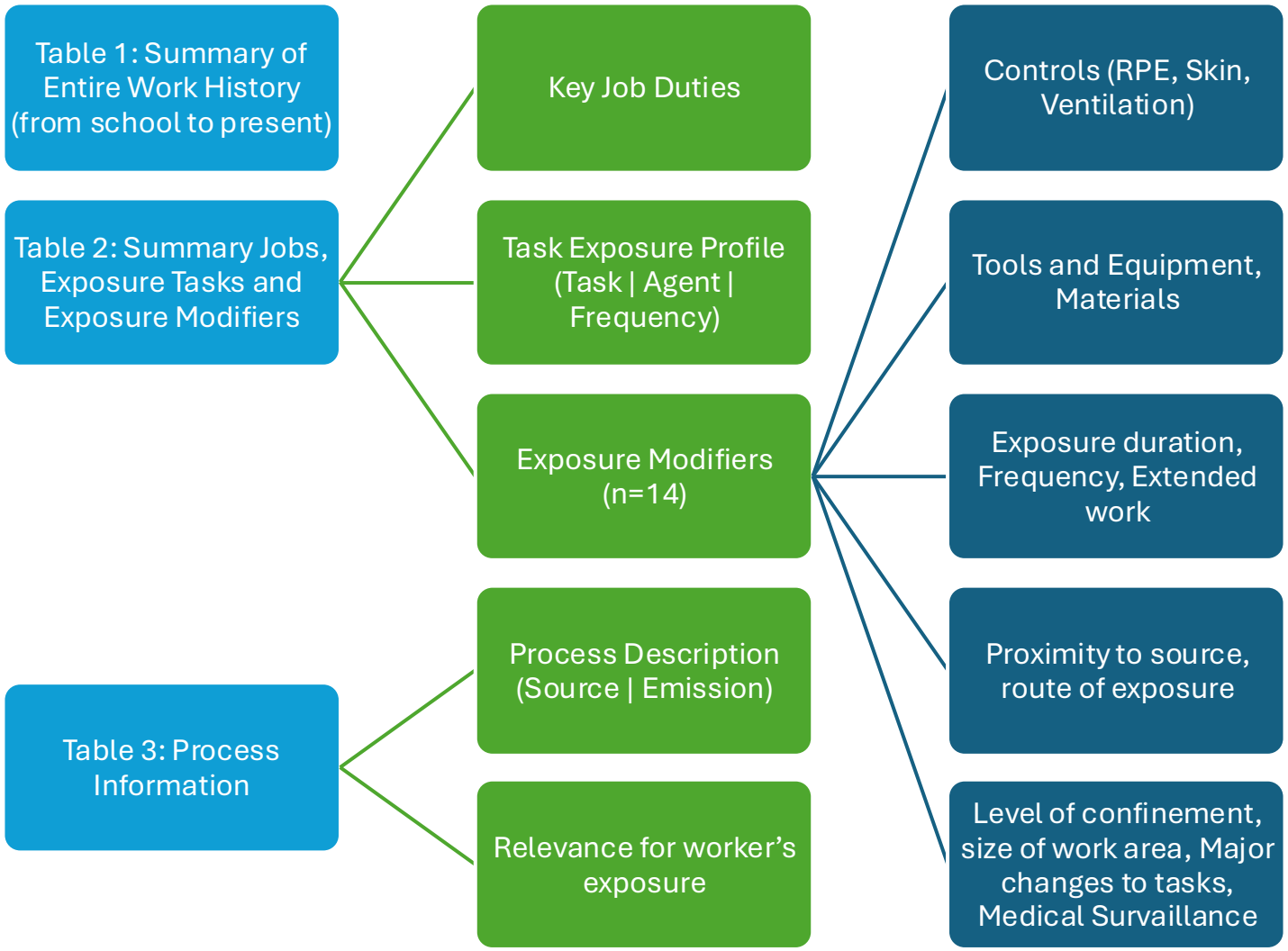
Conditions

Confined space, enclosure, temperature, visible dust or haze, odours, spills and upsets.

Who else

Co-workers exposed at the same time — they corroborate each other's claims later.

Worker Exposure History Report Template



Main Elements of the Exposure History Report

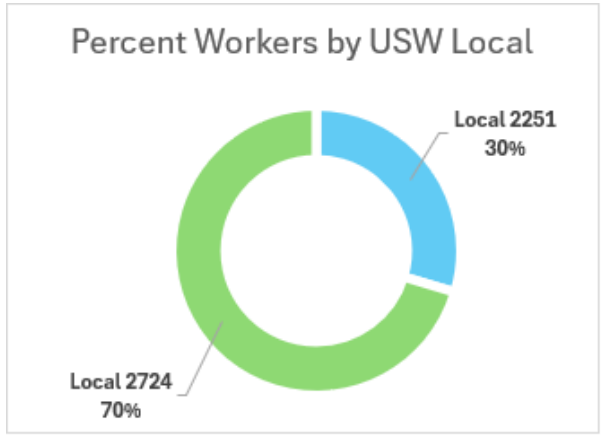
- From the worker
  - Job descriptions (key tasks and exposure modifiers)
  - Process Descriptions (key sources of emissions)

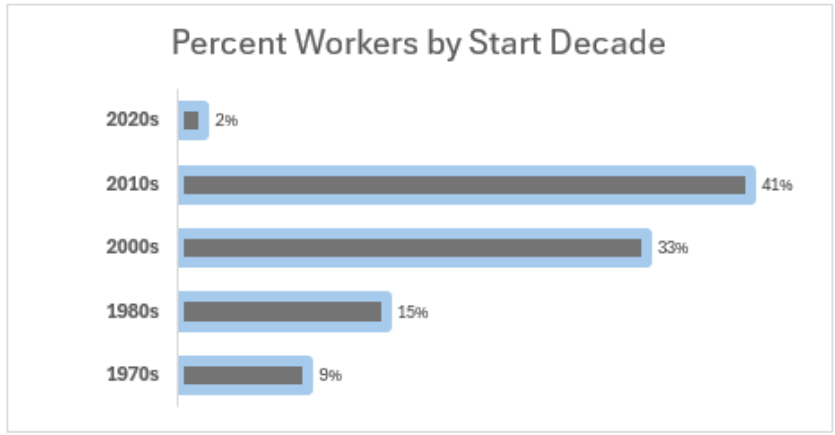
- What about exposure agents?
  - Anticipated exposures from process and job
  - Using credible and readily available literature for the iron and steel industry (EPA, Health Canada and Algoma Steel)

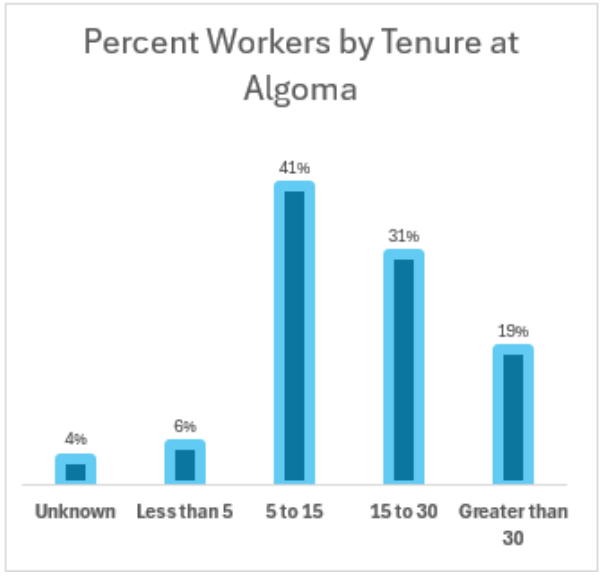
Work History Stats

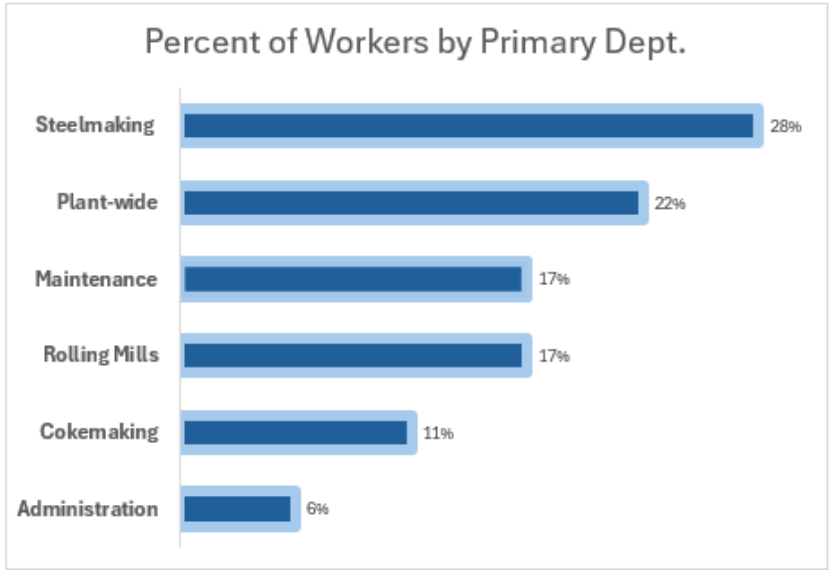
54

Total workers









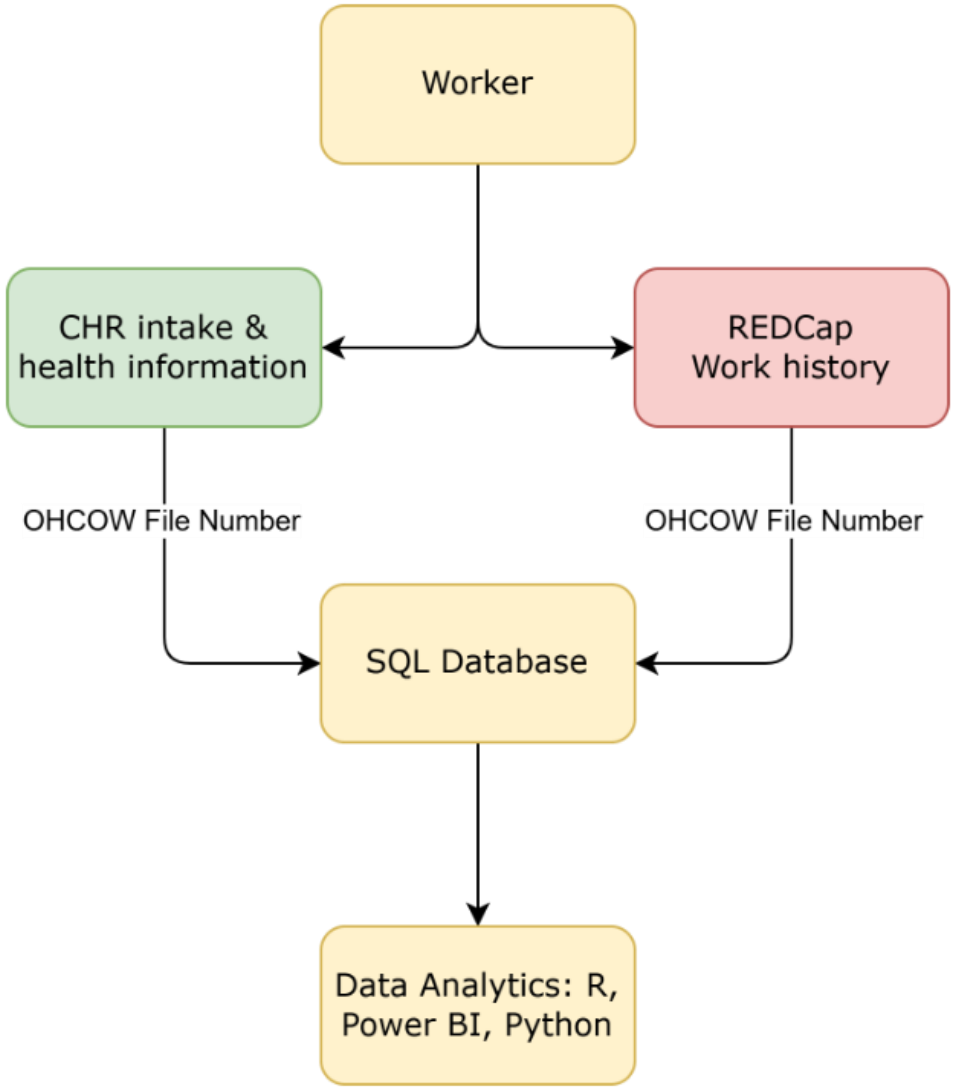
Linking REDCap to CHR

Support affected workers with future WSIB claims

Create a SQL database of jobs, tasks and exposure modifiers

Use database to fill in gaps in exposure histories for current/future Algoma claims.

Use data collection (RED Cap) and cloud storage as model for other projects.



Key Takeaways

Documenting work and exposure history today supports future health and claim reviews.

Preserve the details	Capture workers' knowledge before memories fade or jobs and processes change.
Record the exposure	Document tasks, agents and dates, including frequency, duration, controls and PPE.
Keep a lasting record	A personal work history helps inform future assessments and supports claim reviews when illness appears years later.
Across industries	This approach can be used across other workplaces and industries to document work and exposure histories.

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Thank you!
Questions?

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