

YOUR UNION

Local 480



Trail, B. C.

September 2024

VOL.52 No.3



LOCAL 480, USW CHIEF SHOP STEWARD, & SAFETY VICE-CHAIR ELECTIONS

The bylaws of our local Union state that we are required to hold elections for Chief Shop Steward and Safety Vice-Chair positions every three (3) years.

If you are interested in becoming a part of our Safety team, please contact Kyle Jorgensen at the Local 480 Hall @ 250.368.9131.

If you are interested in becoming a part of our Grievance Committee, please contact Jesse Nicoll at the 480 Hall @ 250.368.9131.

You will need to be nominated by a member of Local 480. If you require more information about either position, please give us a call. For those members that put their name forward we thank you for your interest in getting involved with Your Union.

Nominations will be accepted up to September 25th, 2024.
We look forward to you joining our committee.

In solidary,
Kyle Jorgensen & Jesse Nicoll
September 6, 2024

What's Inside:

Soapbox	Page 8
O&T Report	Page 9
General Information	Page 10

We are Online and Live!



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You can also find us at: www.uswlocal480.com

YOUR UNION

EDITORIAL STAFF

Chris Walker – President
Leigh Creegan – Editor
Nylan LaFreniere – Assistant Editor

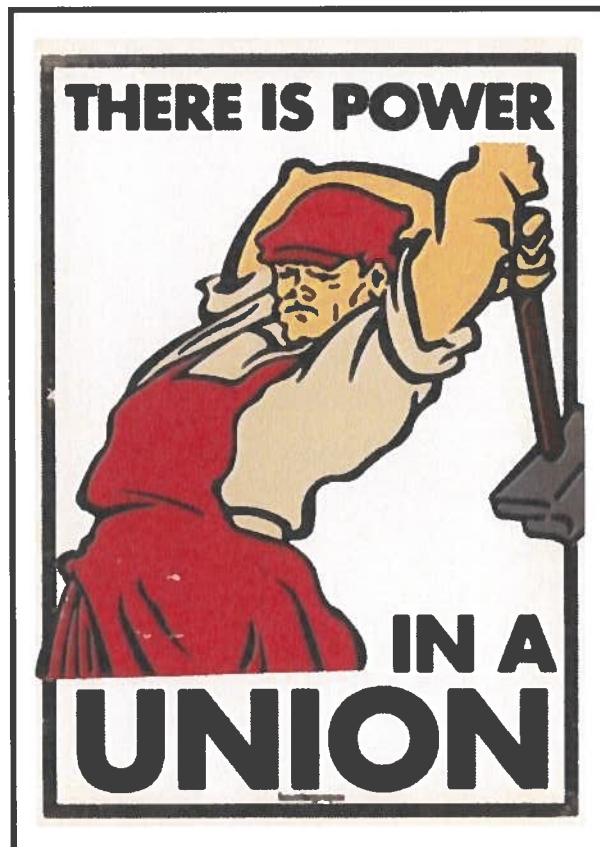
Fax 1-250-368-5568

The editors reserve the right to edit any or all material submitted



“Your Union” is a member of the United Steelworkers Press Association and abides by the constitution of the organization

Come check out our Local 480 merchandise! Items may be purchased at the hall. All items are proudly union made!



**LOCAL 480
MEMBERSHIP MEETING
September 19, 2024 3:45 PM & 5:30 PM
480 STEELWORKER HALL**

- By-law Amendment Reading:
Article VI– Sec 1, Article XIV–Sec 4,
Article IV– Sec 7 and Sec 14
- National Day for Truth and Reconciliation
- Site Changes

President's Report

Chris Walker, President

Summer Update

Hello everyone,

Welcome back from summer! Tyler Bell and I had the privilege of attending the International Mining Conference in Minneapolis this July. Our time there was filled with valuable workshops on health and safety, technological advancements (including AI), and more. However, the most impactful part of our trip was the opportunity to engage in in-depth discussions with Kyle Wolff, Corey Leblow, and Tyler Fitzpatrick from Highland Valley Copper.

Our conversations covered a range of topics, including grievances, drug testing, safety, and contracting out. However, our primary focus was on strategic planning for the upcoming 2027 bargaining process. We have aligned on several critical points, but it is clear that a substantial increase is priority #1.

With this in mind, it's essential to begin discussions with our membership about planning for the future. While we aim to secure a deal without labor disruptions, it's prudent to prepare for all scenarios. Now is the time to start planning, and having a solid financial strategy is crucial.

Many members have expressed concerns about their ability to save and prepare for next bargaining. To assist with this, I want to highlight the free financial planning services available through our RRSP plan. Les Zacharias and Jennifer Cook, both experienced local financial planners in Trail, offer their services at no cost to our members. They have extensive experience and can provide valuable guidance on finances and retirement planning. You can reach Jennifer at 250-364-3140 or Les at 250-368-6048 to schedule an appointment.

Please understand that my emphasis on 2027 planning is not intended to cause alarm or send a hard message to the Company. It reflects the high expectations we hold and the possibility that if Teck does not meet these expectations, we may face challenging decisions.

I wanted to address the upcoming shift change in ISR from a 4x3 to a 5x2 schedule, which will take effect in January. I know this change is a concern for many of you, and I want to assure you that we are here to support you through this transition.

As you may know, contractually, the company has the



right to make this change as long as they provide proper notice and attempt to address any concerns raised. While we can't stop the change from happening, we are committed to working with management to address your concerns and explore possible solutions.

I've had discussions with Mike Peterson about the reasons for this shift, and they are open to listening and engaging in dialogue with us. If you have personal reasons—such as family or health issues—or if you and your crew would like to discuss the implications of this change, please reach out to me or Jesse Nicoll.

While I can't guarantee that we can maintain the 4x3 shift, we can facilitate discussions with management and work towards finding potential resolutions. Your feedback and concerns are important, and we want to ensure they are heard and considered.

Please don't hesitate to get in touch if you need to discuss this further.

September 30th marks the 4th annual National Day for Truth and Reconciliation. Local 480 was instrumental in advo-

(Continued on page 4)



Benefits Co-ordinator Report

Leigh Creegan, Benefits Co-ordinator

Pension Review 2024

To the members of Local 480,

I hope everyone had a great summer and was able to get some good time in with friends, family, loved ones or in solitude. Since my last article we had 3 reviews we were waiting on, unfortunately 2 of them were not overturned, but the 3rd was referred back to the Board for a new decision. There are 3 new reviews that have come up and I will keep you updated as the process moves forward and I have information to report back on.

On August 19th myself along with Ron McKenzie and Chris Walker met with the Company, representatives from the Corporate Pension Office, representatives from Canada Life along with Jennifer Cook and Les Zacharias who look after our group RRSP plan. RRSP's are looking much better than last year, and the pension fund is still very healthy with the Company still on a mandatory contribution holiday. The Company has not had to contribute since 2015. Mandatory contribution holidays

are outlined and explained in the Income Tax Act. Canada Life offers a lot of additional services as being a part of their RRSP plan, I urge all members to explore their online portal to view the additional services offered along with the free seminars that are offered virtually. If anyone has any questions about their RRSP contact either Les Zacharias (250-368-6048) or Jennifer Cook (250-364-3140).

We are continuing to have issues with Sun Life and their inconsistencies, so if at any point you have questions or run into any issue with your coverage give me a call and we will figure it out. Besides Sun Life, another area that has always been a struggle is with accommodations. If you receive an injury at work there is always modified work available; however, if you're on BSL or LTD the accommodations are far and few between. I got into this in my last article, but just know myself and Jesse are pursuing accommodation issues and grievances when they come up because enough is enough. Just so every-

one is aware, this process can be time consuming, but just know we are advocating hard.

Next Friday I will be in Vancouver with some other members of the grievance committee for a labour law conference hosted by Victory Square Law Office. I will talk more about this in my next article. The conferences touch on accommodation cases along with other leading labour cases. The information gained at these conferences a key part of strengthening our local with education.

Remember to report all injuries and go to first aid, followed by starting a WCB claim. If you need help with that process, give me a call at the Hall (250-368-9131) and I am happy to help. I know there are a lot of stressors in everyday life, but just remember we need to stay united up there and support each other.

In Solidarity,
Leigh

(Continued from page 3)

ating for this day to be recognized as a provincial statutory holiday in Victoria and played a significant role in hosting the events in Trail. This year, we will be cooking at the event, with all proceeds going to the

Gord Downie and Chanie Wenjack Fund. The event features interactive and educational stations celebrating and teaching about Indigenous cultures in Canada. I encourage everyone to attend and support this meaningful cause.

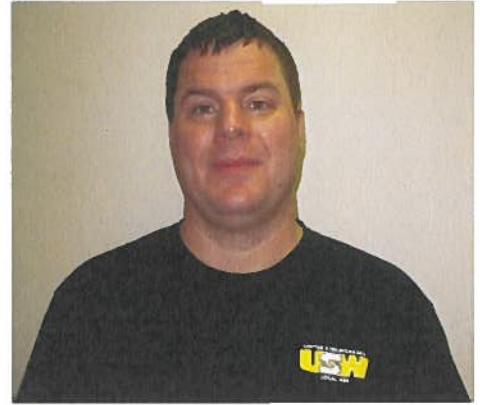
A final reminder: our double membership meetings will be held at 3:45 PM and 5:30 PM on September 19th.

In Solidarity,
Chris Walker

Grievance Committee Report

Jesse Nicoll, Grievance Chair

Grievance Issues



Hello Brothers, Sisters and Fellow Steelworkers,

First off, I would like to let you know we are running elections for Chief Stewards for the different business areas. We do elections every three years at the same time as the Safety Department runs elections for their Safety Vice-Chair positions. Bulletins have been posted in all areas, and there is a bulletin attached to this Union paper. Please refer to it for all the info regarding process and times etc.

Chris Walker and I have been hearing concerns from the trade groups regarding updates from the employer regarding the trade initiative meetings. We brought these concerns to the employer, and they have committed to more frequent updates. Please keep an eye out for them in your Teck email inbox.

We recently had a good win for our Crane Operators. The Company and Union have signed a Letter of Agreement which will recognize them as a Trade, as well as a pay increase to put them in line with the Ironworkers who they work side by side with. It's important to know that nothing has changed to the qualifications to transfer into that seniority unit. A red seal Journeyman ticket is still not required.

Chris and I recently met with representatives from the trucking group and area management. There were concerns raised

about some of the contracting out of that group's work. One of the issues had been grieved earlier in the year. This involved the transporting of residue. The company has agreed to take on the daytime hauling of this material with our truckers. The contracting out of the hauling overnight is still being investigated and the grievance is still active. Another topic was the contracting out of the hauling of heavy equipment to and from Warfield. This is traditionally done by the lift crew; but there is an opportunity for the trucking group to do this when the lift crew is too busy. This would eliminate the need to contract this work out as "peak work."

Concerns have been raised to me regarding rates of pay for non-steam ticketed operators in the furnace and boiler seniority unit. This issue flows from a change to the Operator Development Letter of Understanding 116. Back in 2023 changes were made to help retain and attract steam engineers on site. Regulation does not require a few lower tier jobs to have a 4th class ticket. These jobs were slag furnace, demag, and reaction shaft. A few of our non-ticketed operators have signed off on these jobs but have not been getting pay increases as there were no new pay codes for these non-ticketed jobs. This is being rectified now. We are currently look-

ing at developing a new ODP for that group and have concluded a preliminary meeting with myself and management. The next step is to form a plant consultation committee. A number more senior steam engineers have stepped up to join the committee. We will be setting up our first meeting in the next few weeks.

We had an Arbitration scheduled this September for one of our members who was terminated from their employment. We reached a settlement, and a Letter of Agreement was signed. The grievance was withdrawn as one of the conditions. The Arbitration dates for that grievance are now being used to hear a grievance for the O&T group.

There are several grievances working their way through the grievance procedure. Most of these involve excessive discipline. I'm happy to report that the Grievance Committee has managed to get a couple of these grievances resolved. There were reductions from Step 1 to a coach and counsel as well as a reduction from a step 2 to a step 1 for another grievance.

We are always looking for more of our members to sign up as shop stewards. If you are interested, please contact me or the Chief steward in your area.

In Solidarity,
Jesse



Elections and Lockouts

Health & Safety Committee

Kyle Jorgensen, Safety Chair

Elections and Lockouts

Hopefully everyone had a great summer. As the fall nears, so do our standard elections for both Safety Vice Chairs and Chief Shop Stewards. These elections are held every 3 years on the same cycles as our Executive Elections, they just happen in the fall after our new Executive is put in place. These positions are there to represent all of us, the members, in each area for safety and for grievance related issues on 3-year terms. As Elections will happen in October, I would like to thank all the current Safety Vice Chairs and Chief Shop Stewards for all the work they put in over the past 3 years and wish everyone that puts their name forward well in the upcoming election. For more information, please see the attached bulletin or the bulletins in the changerooms and in the plants.

Changing gears, the summer was busy and there were a variety of issues we dealt with.

One of the issues to touch upon is around lockouts. There are a variety of reasons why incidents can happen around lockouts but ensuring that everyone involved in a lockout is trained and qualified drastically reduces our chances of having an incident. Every single person involved in that lockout needs some form of training, whether that be the individuals involved in locking out the equipment, the individuals that make up the lockout (if a lockout sheet is required), the individuals that put their personal locks on the equipment or the individuals, supervisors, overseeing the work. We all need to be on the same page and make sure we are getting the lockouts correct, the risk is too high. Lockouts are one of the dangerous things we do, and we do them daily. We need to make sure and double-check that we have everything correct. And if we are still unsure, STOP and ask for help.

Finally, this has come up before but just in case, the indi-

vidual applying a yellow lock in a lockbox lockout needs the same level of training as the individual applying the red lock. There is no difference between the two, other than only the individual applying the red lock physically checks the start/stop function of the equipment to ensure it is de-energized. If you are training on a lockout, you should NOT be the individual applying the yellow lock, you should be the 3rd person in on the lockout, training with the individuals applying the red and yellow locks. The whole purpose of another lock, the yellow lock, is to ensure we are doing the lockout correctly and double-checking the lockout. If you are training and do not know the lockout, you are unable to do that. If you find yourself in this situation please stop and talk to your supervisor, and if that does not correct the situation, please call us at 368-9131. The risk is too high on lockouts.

In Solidarity,
Kyle





Safety Co-ordinators

Dean Johnson & Jay Walters

Stop



Local 480 Members...

In August, Kyle and I had the opportunity to go to our USW National Safety Conference. It was well worth the experience and well worth being part of the knowledge that was shared there.

One of the topics that was covered at the conference is something I have touched on in past articles and is something that has been a noticeable part of a lot of our safety incidents this year.

While investigating an incident, it is often found that there are places along the timeline where there was an opportunity to STOP. Stop if something doesn't seem right, stop to ask a question, stop and re-check the job scope, stop to identify,

reassess or correct a hazard or stop the job altogether. These stopping points are opportunities for clarification and correction. They are also opportunities that can often take very little time to achieve the assessment and adjustment needed. It does not always mean a full halt or shutdown of a job. In fact, a short stoppage to regroup on a situation early on in a task can be instrumental in preventing a major job stoppage or an incident later on.

Below is a quote from the conference that was from a campaign another USW Local had in place.

"All employees are empowered to STOP work for conditions that endanger individuals, equipment or our work environment. Please engage, STOP and

involve others when you have concerns. Employees and supervisors must work in partnership and resolve any STOP work issues that arise."

I believe that if we can apply this thought process in our day-to-day approach, we can help stop all incidents and most importantly, stop the high potential incidents from ever occurring. Again, to achieve this we must feel we are supported to do the right thing out there and STOP when the situation calls for it.

As always, if you need assistance with any situation, give us a call at the Hall (250-368-9131)

Take care out there,
DEAN

Safety Meetings

Greetings Local 480 members,

I thought I should spend a bit of time talking about safety meetings. Each business area on our property is required to have one monthly business area safety meeting, and for those meetings to be successful, they need representation from the workers. These are **in addition to** the smaller monthly crew safety

meetings that are supposed to happen for each crew every month. As safety coordinators, we attend all the monthly business area safety meetings, and at times, it's been a challenge for the plants to get enough workers to attend. We have been pushing to make sure that we have workers present, and in that regard, things are improving to a degree.

The monthly crew meetings should be straightforward. Your supervisor meets with you as a whole crew every month for a shorter meeting to discuss monthly topics and any safety issues that your crew may have. Most areas have been pretty good at having these meetings since they were mandated. Please make sure you use that time to bring concerns forward

and work through issues. If you have not been having these meetings every month, ask your supervisor why not, or reach out to us at the 480 Safety Department and we will happily follow up for you.

The business area meetings are also monthly, but are a larger forum with Teck safety, 480 safety, workers, and business area management. They take a couple of hours or more and include plant tours. I realize that not all workers are eager to attend these, but your presence there is very important if we

want to get to the real issues. There isn't much point in having a meeting about workplace safety without workers. If you find yourself in one of these monthly meetings pay extra attention near the end when they get to the "Action Log." This is where ongoing issues are documented, and actions are assigned to people in order to resolve the problem. There should be a work order assigned to each of these items as well. Please come to this meeting prepared with your safety concerns, and act as a rep for your plant by asking your crew what their biggest issues

are. If these issues are not already on the Action Log, this is your chance to get them there. Again, we attend all of these meetings, and this helps us track the progress of how they are dealing with these issues.

Please speak up in these forums, because no one knows the safety challenges of your workplace better than the workers.

In Solidarity,
Jay Walters



From the Soapbox

USW Siblings,

I just wanted to share my view of challenges from around the district and share a message to our membership. For the people that do not know, I have been on leave from Teck since May and been working out the USW District 3 office in Burnaby for the Education department. This has allowed me to share our issues in Trail with other locals and vice-versa. What is clear

is that we are all facing similar issues, and it does not matter what industry, province/territory or employer. Skilled worker shortages, health & safety concerns, and cba rights are consistent issues across the board and our local executives continue to challenge these employers. Now is the time for us all to put our collective voices together and let companies know we are not happy with the status quo. We want to be heard, respected and valued, when that happens business will flourish. It is important we put our differences aside, fight to make our workplace a more enjoyable and safer place to work. See you all in November!

In Solidarity,
Tyler Bell



Office and Technical Chair, Report

Ron McKenzie, Unit Chair

Solidarity And Harassment



To everyone,

I hope you all had a great summer and got some time to recharge. I want to address the continuing trend at work, regarding respect and solidarity.

The Steelworkers, “Yellow Sheet”, which is read out at USW conferences and schools, outlines expectations for respectful conduct at Steelworker events. It starts out with a statement, *“There are two principles fundamental to the labour movement, Human Rights and Solidarity. Harassment strikes at the heart of both”*.

Unions fight to protect both contract rights and basic human rights and freedom, with the second also written into acts, codes, laws, and constitutions. We need to remember that these rights were not just given to us all, they were built over generations, people fought hard, sacrificed, and even died to get them. If we don’t protect them, they can be lost.

One of the most important is the right to freedom

from discrimination or harassment. We are a workplace, and a country made up of people from all walks of life, with different lifestyles, beliefs, and life experience. This makes us adaptable, and resilient, but it also means there are different opinions on how people should exercise their rights. What holds it all together is an understanding that, to have our own rights protected, we must not harm others in exercising them, and we all must respect each other’s rights.

Unfortunately, there are people still undermining each other, pointing fingers, bending rules, stepping on others to get what they want, and not caring about what affect their actions have.

While this isn’t outright harassment or discrimination, it shows a lack of respect and empathy for each other; often people seem only focused on themselves. Sometimes, I see people refusing to work together, being intolerant and disrespectful, and getting close or even over the line into actual harassment or discrimination. This needs to

stop now, because it strikes directly at solidarity, which is what makes a Union a Union.

Solidarity is an understanding that everyone deserves to be treated with equal respect and that our lives are better when the lives of those around us are better.

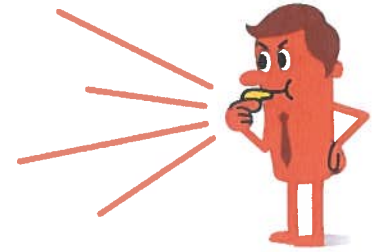
I truly believe that, if we are going to improve our quality of life, then we need to respect each other and work together to benefit everyone, not just ourselves. We need to stand together, and support each other, we all want the same things; to provide for ourselves and our families, to work a job where we can feel safe and fulfilled, and to live our lives how we deserve. We need to stand in solidarity with each other to get there, because that is half the battle, and because a united group will always be more able to make longer lasting improvements than one person standing alone.

In Solidarity,
Ron McKenzie

Important Contact information for Reporting!

Doing what's right line # 1-888-873-3745

WCB Reporting line 1-888-621-7233 or report online at:
<https://prevruw.online.worksafebc.com/>



A promotional graphic for the 'Strong as Steel Podcast'. The background is dark with a pattern of white dots. The title 'STRONG AS STEEL PODCAST' is written in large, stylized letters: 'STRONG' in yellow, 'AS' in white, 'STEEL' in blue, and 'PODCAST' in white. A yellow banner on the left says 'NEW EPISODE MONTHLY!'. Below the title, text reads: 'Tune into USW District 3's Strong as Steel Podcast with Director Scott Lunny and special guests.' Underneath, a smaller line of text says: 'Listen to conversations about the topics affecting our members, stories from the frontline, Steelworkers in your local community, upcoming events and more!'. To the right is a circular inset photo of a man with a beard and a blue shirt wearing a headset. At the bottom, there is a 'SCAN TO LISTEN!' button, a QR code, and a row of social media icons (Spotify, Apple Podcasts, YouTube, etc.). Below the icons is the URL 'usw.ca/d3podcast'. At the very bottom, a horizontal strip shows a group of six people, likely the podcast hosts, in a studio setting.

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