

Y O U R

U N I O N

Local 480



Trail, B. C.

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What's Inside:

President's Report
Doing What's Right
O&T Report

Page 3
Page 6
Page 8

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YOUR UNION

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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

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**LOCAL 480
MEMBERSHIP MEETING
February 20, 2025 3:45 PM
480 STEELWORKER HALL**

- 2025 Budget

President's Report

Chris Walker, President

Trades Committee



Hello everyone,

I'm sure everyone has seen the recent tariff threats from the U.S. government. These could have a significant impact on us here in Trail. While the future remains uncertain, our priority must be ensuring Teck Trail remains operational and we all stay employed, and I will do everything I can to support that goal.

In early March, Ron McKenzie and I will be heading to Victoria to meet with MLAs and the Premier. My primary focus will be on how they can assist us in maintaining our sales and operations.

Over the past week, several members and retirees have suggested actions such as shutting down the border, boycotting U.S. products, and organizing rallies. While I respect those ideas and wish you all the best in your efforts, my role is to work toward securing sales and sustaining our business.

This could mean getting Trail's products on an exemption list, securing government purchases of our products, or finding alternative buyers in Canada or elsewhere. While I've never been particularly drawn to the political side of this job, it's a necessary step, and I'm committed to it. We will be meeting with BC government officials to advocate for their support in any

way possible. While the specifics are still uncertain, one thing is clear—we are aligned with Teck on this issue.

In discussions with the company regarding issues affecting our trades, they have agreed to reinstate a Trades Committee. Many of us who have been here long enough will remember that these committees existed in the past, and the feedback I've received suggests they were highly valuable.

The committee will include representatives from multiple trades, along with Local 480 Trades Rep. Travis Storvold. Committee members will be notified soon, and meetings are expected to begin by March.

Below are the company's expectations for the committee:

Mission Statement: To build a robust trades work force to meet the business needs of Teck Trail Operations as a whole.

Objectives:

- **Bring forward business area specific concerns relevant to committee for discussion.**
- **Review and recommend training for each trade group.**
- **Apprenticeship update. (communicate 5 year plan, discuss future opportunities)**

- **Discuss attrition replacement when applicable.**

- **Support HR with hiring process**

Trades Committee Composition:

- **Staff member from each business area to represent their trade groups.**
- **Two union members from specific trade discipline to support committee initiatives.**
- **Local 480 union trades person representative Travis Storvold invited to all meetings.**
- **Each trade Committee to have a trades lead to help support and facilitate the meetings and develop meeting agenda.**
- **Apprenticeship lead to be present at meetings to provide update to group.**
- ***Meetings to be held quarterly at a minimum, more frequent as needed***

Additionally, we want to emphasize that any tradesperson requesting a move out of their current business area and into

(Continued on page 4)



Grievance Committee Report

Jesse Nicoll, Grievance Chair

Vacation Scheduling

Hello Brothers, Sisters and fellow Steelworkers.

We have a couple of arbitrations scheduled in the next few weeks. One is on February 27th and 28th for an unjust termination of employment and the other is on March 3rd to the 5th for unjust discipline. We retained legal counsel for the termination grievance from Victory Square Law Office and I will litigate as counsel for the unjust discipline grievance.

The Grievance committee met on January 30th. We voted to move four more grievances to Stage 4 of our grievance procedure which is binding arbitration. There are now 14 grievances at stage 4 minus the two we are doing in the next couple weeks. We are still actively trying to get resolution to a number of these

grievances with the employer and hopefully we can focus on arbitrating only the ones that are necessary. We never like to leave the decision making to a third party.

We have been fielding calls regarding vacation scheduling. There are a couple of supervisors who have decided to schedule at their discretion or on a first come first serve basis. We are actively working on sorting out issues arising from that.

Some areas have a policy that only allows one person off per shift during “prime time”. The employer is counting someone backfilling as “acting boss” to cover staff vacation as the one person off. This is not reasonable in my opinion. The employer should cover staff vacations with other staff members and allow

more of our members to take vacation at the time that matters most to them. Please send me an email or call me at the Union Hall if this has affected your vacation plans. I also want to hear from you regarding any vacation scheduling conflicts.

We are currently in the February transfer window. Keep an eye out for confirmation emails from HR placement. Also make sure to check the boxes on whether you’d like a temp or permanent transfer. Keep in mind that if you have less than ten years of seniority you can only transfer after a year has passed from the previous transfer whether that be a temporary or permanent transfer.

In Solidarity,
Jesse Nicoll

(Continued from page 3)

another—while remaining within their trade—should submit their request to their rep, Travis Storvold, Jesse Nicoll, and/or myself. These requests can be discussed in committee meetings to determine if a suitable fit is possible.

Recently, some of our executive members attended a BC mining meeting, which included the Minister of Mines and several mining locals from across the province. While our

challenges as a smelter differ from those faced by the mines, we also share many common issues.

One of the most valuable aspects of these meetings is the opportunity to collaborate with Teck Local 7619 from HVC. Over the past year, we have maintained regular contact, and moving forward, we will be meeting more frequently—both virtually through Teams and in person.

Our primary focus in

these discussions is preparing for bargaining in 2027. We are developing strategies and working on similar proposals to strengthen our positions. I firmly believe that this partnership will be beneficial as we move toward negotiations.

Our next membership meeting will be 3:45 on February 20th, I hope that if you are free, you can find some time to attend.

In solidarity,
Chris Walker

Benefits Co-ordinator Report

Leigh Creegan, Benefits Co-ordinator

Getting the Most Out of Your Benefits



To the members of Local 480,

We are well into the new year, and I hope it's been a great start for everybody. In my last article I mentioned we were waiting for 2 decisions from the Review Division. We are currently waiting for one of them still, but I am happy to report that the other decision was overturned and was ruled in favour of our member. That was a good win for the Union. Since the start of the new year, we have 3 more being submitted to the Review Division in the next couple of weeks. I will keep you all updated with those as we go.

Last week we held our first accommodation meeting with the Company. This meeting went well. These were meetings proposed by the Union to be held monthly to discuss members we have that are waiting to be accommodated to help speed up the process. We have been submitting many grievances on the accommodation process and wanted to find a better way of dealing with accommodations before they become an issue. I believe these meetings will help to speed up the process and al-

low us a chance to work together to find appropriate jobs for our members.

Reminders for the new year, we are in a new benefit year so anybody using the mental health benefits will have \$2500.00 available to be used again. Regarding your healthy lifestyle account, that benefit year runs from June-June so there will be no update with that account until then. We are also getting into tax time so start collecting the appropriate receipts you may need and for any of your RRSP information. If you have RRSP questions, be sure to contact Les Zacharias (250-368-6048) or Jennifer Cook (250-364-3140). At the beginning of each year Canada Life releases its schedule of webinars. Be sure to check your online profile for more information on these webinars. We will be hosting information sessions at the hall with Les and Jennifer this spring. Once I have more details on dates and times, I will release that to the membership.

I've had some members contact me about reaching their lifetime maximums for benefits.

We did discuss it in bargaining about members getting additional funds for their lifetime maximum on a case-by-case basis and it has gone well. Some information for members to keep in mind with getting the most out of their benefits is to sign up with BC PharmaCare, and if you're on medication talk to your doctor about generics. A lot of drugs have a cheaper generic option that do the same thing as the name brand but you're not paying for the name. It's worth the conversation with your doctor, and the two of you can decide what is appropriate.

Keep your beneficiary information up to date. Also, if you have a change of address call down to the Hall (250-368-9131) and let Jo-Lynne know. Be sure to report all injuries and start a claim with WCB (1-888-967-5377). Keep me up to date on your work/injury status, it is always easier to get me involved from the beginning of the process.

In Solidarity,
Leigh

Sign-up For Text Alerts by Texting 480 to 32323



Health & Safety Committee

Kyle Jorgensen, Safety Chair

Looking Out for Each Other's Safety

At some point in everyone's working life there is the realization that we spend more time at work than we do with our own families. It is this realization that we all share. Whether we want to or not, we spend a large portion of our life on the job. We do this to earn a pay cheque to spend on activities and hobbies that we enjoy outside of work. None of that can be achieved, however, if we are unable to stay safe on the job.

Every time we go to work, we deal with hazards that can have long-term impacts, the minute we leave our houses. Whether we agree with each other all the time or not that is the one thing we all have in common. Every one of us all have someone, whether that be friends, families or other groups, that rely on us or would be im-

pacted if something happened to us. That is why we all need to work together and look-out for each other on the job. We all know that we will not always get along, but that should not stop us from looking out for each other's safety. As we spend more time at work than we do with our families, the more we can help each other out and safely work through issues the better it will be for all of us. We are all going to be here working for our pay cheques anyway so if we can find a way to make things better and safer for each other it will only benefit all of us.

It is important to remember that not everyone has the same knowledge and skillset. All of us have different backgrounds, experiences and skillsets that help us out in our particular jobs. If we can find a way

to use this to help each other out rather than withhold information, this will help keep everyone safe and will make all of our jobs easier. Knowing that we are working together to keep each other safe will also boost morale. There are a lot of hazards that we deal with every day but if we have one less thing to worry about, like not helping each other out, then we can put more focus on getting our jobs done safely.

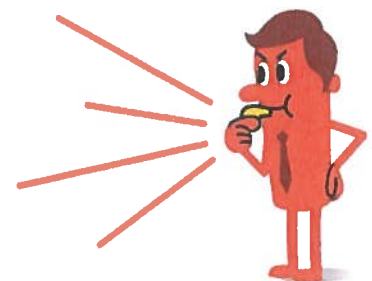
As always, we are here to help out with any safety issues you encounter. Please reach out to your Area Safety Rep, Vice Chair or us at the Hall, 368 -9131. Stay safe.

In solidarity,
Kyle

Important Contact information for Reporting!

Doing what's right line # 1-888-494-0274

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





Safety Co-ordinators

Dean Johnson & Jay Walters

Training, Reporting and Slips



Local 480 Members...

Many of the issues we deal with, and have dealt with, are often traced back to training gaps. Just recently a training focus group has been formed to try and help identify and address the issues we are facing. As we get rolling on this initiative, please be sure to express your ideas or concerns to your trainers and training departments. Hopefully the focus group will be able to take advantage of that information and use it to guide improvements. I have always been of the opinion that training and

safety go hand in hand and the more information we have, the more we can help remedy the issues and improve our system.

Along with training, if you are having any safety concerns, issues or there is a situation that just isn't right, please bring those matters forward. When left unreported, these issues will just worsen as time passes and can eventually just become part of the culture.

If for any reason you are not comfortable voicing your concerns you can always talk to a Safety Rep, a Safety Vice

Chair or contact us down at the hall. (250 368-9131) We can't help if we don't know.

With the recent return of winter conditions, we have seen a definite increase in slips and falls. Just a quick reminder to take your time when walking around site and in the parking lots. If you see a walking route that needs attention report it and if you are in an area that has sand or salt nearby, take a minute to spread some out.

Take care out there,
DEAN

Keep Us Posted

I just wanted to remind all our members that we are always here for support when there are safety concerns in the field whether the hazards are physical, hygienic, environmental, or psychosocial. Absolutely no one should have to work in an environment where any of these hazards are present and not swiftly corrected. In most cases you should report any of these issues to your supervisor first and allow them to remedy the situation, but we all know that sometimes that method does not result in the desired outcome, and in other cases, there may be a valid reason why you may not feel comfortable approaching your supervisor with the issue. If you encounter either of those

situations, please let us know. It's very important that we are aware of these conditions so that we can get them fixed for the good of everyone in that work area. It is also important that management knows that inaction is not an option.

It's not always easy reaching out to us. I get it. The feeling of "tattling", the sense that maybe not everyone thinks the issue is a big deal, the culture of "that's how we do things around here", and the fear of being targeted by your boss and possibly even co-workers are just some of the barriers to doing the right thing. At the end of the day, we can't help if we don't know, and there's a good chance

that if an issue gets to the point where you should call us, it will not be corrected if you don't reach out. If you do give us a call, your name will never be involved unless you want it to be, and we will always handle things as discreetly as possible.

I want to thank those of you who have guided us to investigate various issues all over the property, as it makes the safety department much more effective. I applaud your courage and concern, as you are making our workplace safer by your actions instead of remaining silent. Stay safe out there.

In solidarity,
Jay



Office and Technical Chair, Report

Ron McKenzie, Unit Chair

Issues on The Rise

Hi Everyone,

This year started out slow, but the creative, cost cutting is going on full force and some problems are starting to pop up.

Examples are changes to; 4x3 shifts, flexible start/stop times and work from home arrangements. If you are/or could be affected by this, please talk with your Shop Steward or call the Union Hall, ASAP.

We will fight for what is fair and reasonable in each case but be aware that the Union is limited in what we can do by, management rights under the code, the terms of the Collective Bargaining Agreement (CBA), various Letters of Agreement (LOA), and if we can't help at all until you at least tell us you need it. But, any changes to these still need to be done fairly and with reasonable notice.

The Office and Technical (O&T) CBA was written for: a 5x2, 40hr work week, Mon- Fri, with 8hrs a day, with a 1/2hr, unpaid lunch; all of it onsite. (There is a continuous 8hr day/afternoon/night shift, but it is hard to manage, so I've never seen it used).

The Company is allowed to work with the Union to create other shifts for specific business needs, and we have a number in effect, but they all need to have a signed, "Letter of Agreement" (LOA) between the Union and the Company, before they start.

LOA's are written to make sure that benefits like, rest days, stats, OT, vacations, sick leave and other rights, are protected. Also, so that the Union can help with any changes and fairness. If you are in the O&T group and are being told you will be moved to a different shift other than 5x2, contact your steward or the Union Hall and ask about the LOA for it.

The flexible work agreements are more complicated, (e.g. flexible start and stop times, bank time, or work from home). The Union has not been involved in creating these and in most cases, we are not even aware of who is on one. Any changes to these should still be done fairly and to minimise disruption as much as possible, we can help once we are notified, but again we can't do anything if you don't call us.

If you are on, "Flex work" agreement, please let your shop steward or I know about it and send us any documentation that you currently have.

There are 2 main takeaways here that apply to more than just shifts and flex work:

1. Any agreements between an employee and the Company, that the Union did not negotiate or sign off on, is difficult or sometimes impossible to enforce. They can be taken away as easily as they are rolled out, so involve the Union from the start to avoid hardship later. The second we say over and over, keep your stewards and the Union Hall informed of anything out of the ordinary. Reach out anytime you are in doubt.

Notice: The Office and Technical group will have a Unit meeting: Tuesday, February 25th, 5:30pm, at the Local 480 Union Hall.

This is open to O&T Unit members. Please email any questions or Agenda Items to me at unitchair@usw480.com before Friday, Feb 21st.

In Solidarity,
Ron