

YOUR UNION

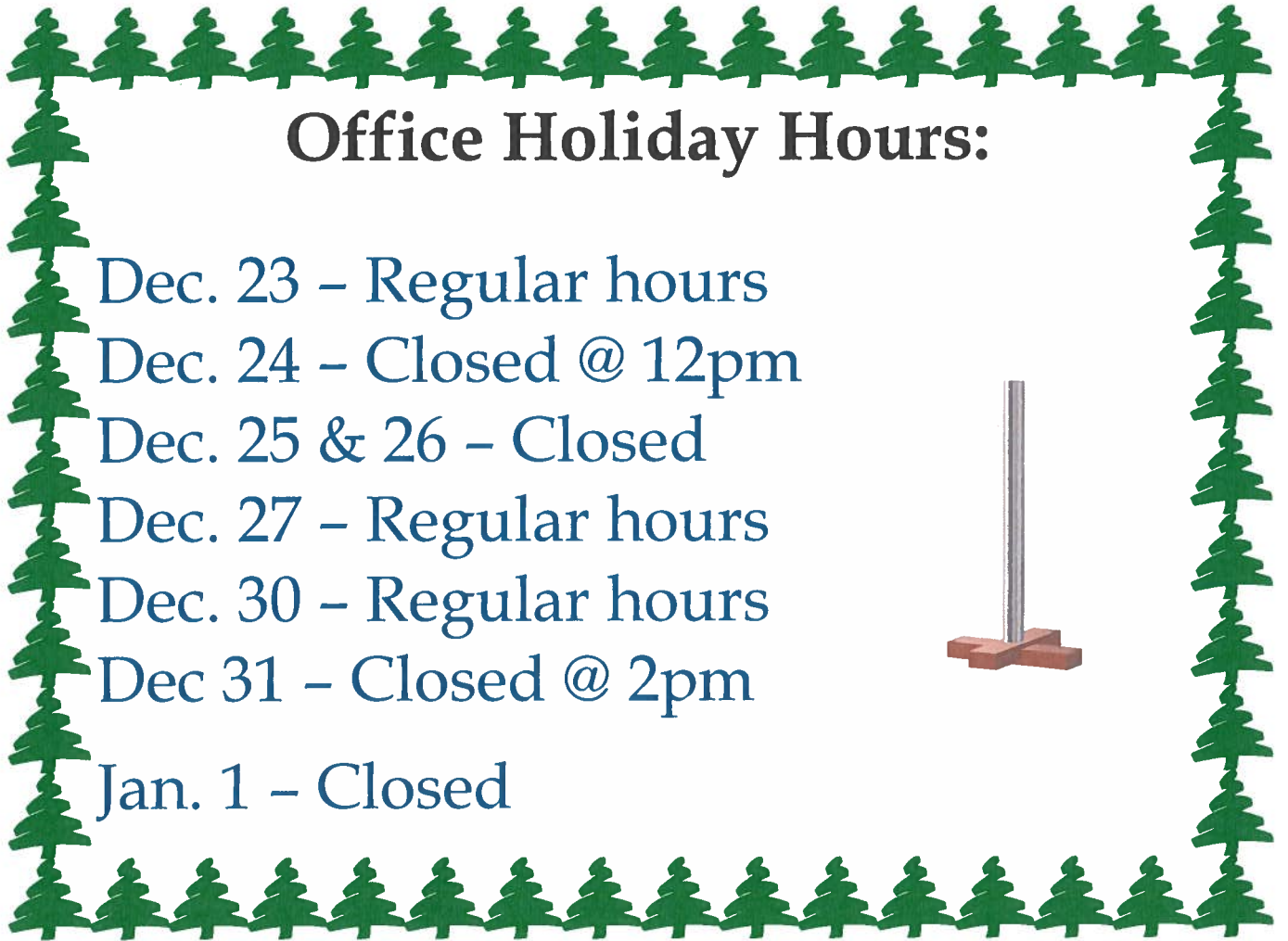
Local 480



Trail, B. C.

December 2024

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Office Holiday Hours:

Dec. 23 – Regular hours

Dec. 24 – Closed @ 12pm

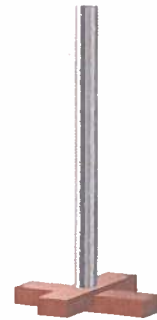
Dec. 25 & 26 – Closed

Dec. 27 – Regular hours

Dec. 30 – Regular hours

Dec 31 – Closed @ 2pm

Jan. 1 – Closed



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We are Online and Live!



www.facebook.com/usw480

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
December 19, 2024 3:45 PM & 5:30 PM
480 STEELWORKER HALL**

- Teck Restructuring

President's Report

Chris Walker, President

Your Union In the Community



Hello everyone,

I take great pride in all the volunteer work that Local 480 does in our community.

In addition, we pass motions at our monthly meetings to financially assist various groups in need. Many of these organizations can only operate with the support of groups like ours, which is why we have an important responsibility to continue helping the organizations in our community grow. Below is a list of some of the organizations we have donated to in 2024:

- Kidney Foundation of Canada (Kidney Walk)
- Little Oasis Equine Matters (Assisted Learning Youth Programs)
- BC Children's Hospital (Firefighter Boot Drive)
- West Kootenay Big Game Association
- United Way (Storm the Stairs Campaign)
- CUPE (Fill the Bus Campaign)
- Hospital Activity Book (Coloring/Activity Book for Children)
- Kootenay South Metis (National Aboriginal Day)
- USW 9346 (Backpack Campaign for Kids)
- Veterans News (Magazine for All Military Service Members)
- Royal Canadian Legion Greater Trail Hospice Society
- Trail FAIR Society
- KBRH (Orthopedic Campaign)
- GTMHA (Minor Hockey Pancake Breakfast)
- Gord Downie/Chanie Wenjack Fund
- Salvation Army Food Bank (Trail)
- Community Harvest Food Bank (Castlegar)
- Trail United Food Bank (Trail)

Of course this includes, the Gordy Steep Sick Children's Fund. This fund is 100% maintained by the members of Local 480. It financially helps families manage the burden of taking their children out of town to

pursue further care. This fund has assisted local families for over 14 years now, and it's something we as a membership should be incredibly proud of. We have received countless letters of gratitude from families, and I am personally so grateful to be part of helping those in need.

I know things are a bit uncertain on-site right now, and many of us are feeling the pressure. But all we can do is show up, focus on safety, and make sure we're looking out for each other. Take your time, work safely, and let's hope that by this time next year, we'll be facing less adversity.

I want to sincerely thank all of you who take time out of your lives to help our union function. From grievance and safety work to Kids' Christmas parties and Spooktacular BBQs, it truly takes a village to make this all happen, and I am incredibly grateful for each one of you.

I wish you all the very best this holiday season. Merry Christmas to you and yours!

Sincerely,
Chris Walker



Benefits Co-ordinator Report

Leigh Creegan, Benefits Co-ordinator

Solidarity On the Job

To the members of Local 480,

Another year has come and gone. In many respects this has been a good year and in many this has been a challenging one. It's important during this time that we look out for one another. Work is just that, work. If we see someone struggling let's put aside our differences and be the difference in that person's life. Even if it's just a friendly smile and hello, a simple, "how are you doing," or even a phone call to your Union Hall because you're concerned about somebody's wellbeing, take that step. That small gesture could make the world of difference to somebody.

The Union is built on solidarity for all of us workers present, past and future. If you are somebody reading this and have been struggling physically, mentally or both, please know that you are not alone, and help is available. We have a \$2500.00

yearly benefit for mental health services. If you are interested or nervous about taking that first step, contact me and I can share the resources I have to get you started. My door is always open for anybody, and our conversations will always be confidential. Even if you want to come down and just have a coffee and talk or go for a walk, you're always welcomed here.

Since my article last month not much has changed in the benefits office. There are two claims at the Review Division with another to be filed in the new year. We are waiting to hear back if we are moving forward with a claim at the WCAT (Workers' Compensation Appeal Tribunal). We've managed to get a few workers back to work in accommodated roles and continue to iron out coverage issues with Sun Life.

It's not lost on me that many of you will be working

day and night over the holidays to keep that place running and producing, and I want to thank you for doing so; however, I hope everyone has a chance over the holidays to be with the ones that bring them comfort, love and happiness. I'll be away from the office from the 23rd-2nd, but if you need me in an emergency call the Union Hall (250-368-9131) and they will be able to get in contact with me. While working over the holiday season be sure to focus on the task at hand and be careful not to put yourself in the bite. If unfortunately, you do get hurt remember to report to First Aid and start a claim with WorkSafe by calling 1-888-967-5377.

Best of the season to you and your family.

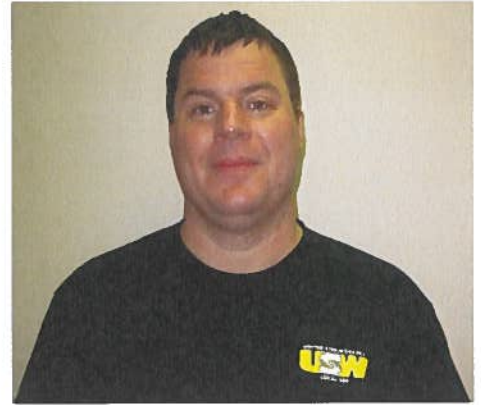
In Solidarity,
Leigh



Grievance Committee Report

Jesse Nicoll, Grievance Chair

Arbitration Update



Hello Brothers, Sisters and fellow Steelworkers,

First, I would like to give an update on a couple grievances that I mentioned in the November grievance Article. We received a decision from arbitrator Cathy Knapp regarding article 13 “Best Endeavors” grievance. Unfortunately, arbitrator Knapp found the company was not in violation of the collective agreement. This arbitration is now one of three that Local 480 has arbitrated over the years regarding the language we have in Article 13. These three arbitration decisions by Arbitrators Knapp, Sullivan and Bird now form a legal framework we will consider when looking at future issues regarding shifts and shift moves.

We had a grievance scheduled for Arbitration in the

first week of December. The grievance was for a violation of the number of occurrences that one employee was an “acting boss.” The company is limited to 150 occurrences per employee. This employee had exceeded the cap of 150 and management then decided to put them on a “special experience” letter to allow them to continue bossing. This in effect circumvented the cap of 150 that the Union had bargained for which sets out a clear restriction on the amount of time someone acts as a boss. The employer has allowed the grievance, and the Union has filed as won.

We recently negotiated a settlement for a grievance involving the termination of employment of one of our members. We always must carefully weigh the strengths and weaknesses of our case prior to going to arbitra-

tion. We also consider the interests of the member who was terminated, as well as the interests of the Local Union. I’m confident the grievance committee achieved the best possible outcome for this member’s grievance.

Last, I’d like to thank the grievance committee and all the hard-working shop stewards. This has been a busy year, and everyone has been exceptional. Thanks to all the stewards that came out after hours, on weekends, and made time during your busy work days to represent our membership.

I wish everyone a happy and safe holiday season!

In Solidarity,
Jesse Nicoll





Health & Safety Committee

Kyle Jorgensen, Safety Chair

Happy Holidays

The holiday season is a time for celebration, family gatherings, and relaxation. As this is the final edition of Your Union for the year, I would like to thank the membership and wish happy holidays to all. The year is not quite done however, and winter poses some additional hazards. After a snowfall, please report any areas that need extra attention to your supervisor and take the time to put down some salt or sand around the area so as not to leave a trap for the person behind you. We tend to have issues with slips, trips and falls during the winter

due to the vast amount of area that needs to be covered. Please use designated walkways to and from your work areas as those are the areas that get looked after.

Another area that we tend to have trouble with is material or equipment being left out before a snowfall and being covered and then hitting that equipment or material with mobile equipment when it is covered. It is important to take the time before it snows to properly clean up mobile equipment and high traffic routes and areas so as not

to set traps when the snow comes.

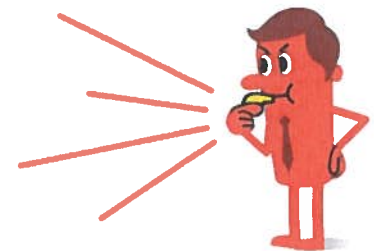
When you do get the chance to enjoy some time off, while you are celebrating with get-togethers, make sure you have a safe ride home and take extra time to travel to and from your destinations. Enjoy your holidays!

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/>



Sign-up For Text Alerts by Texting 480 to 32323



Safety Co-ordinators

Dean Johnson & Jay Walters

Winter Safety



Local 480 members...

As we progress into winter and the holiday season, I'd like to wish everyone a very Merry Christmas and all the best in the New Year. I hope you all get a chance to spend some time with family and friends. If you happen to have travel plans during this time, I also wish you very safe travels. Please remember to be prepared for the winter

roads and take your time if they aren't in the best condition. It's better to arrive safely and a touch late than to rush and try to make good time. Having a full tank of gas, a roadside emergency kit, blankets, and some extra snacks are always a good idea while traveling this time of year.

Again, we wish you all the best during this season and if there are any concerns out there

in the plants, remember to follow your procedures and when necessary, stop, assess and ask for assistance.

Call us if you need us (250) 368-9131.

Take care out there,
DEAN

Thank you!

Hello Local 480 members,

I hope everyone is looking forward to the Christmas holiday season this year!

As always, we remind everyone to still maintain a focus on safety whether at work or home. I just want to give a shout out to all of our members who have been safety leaders in the field.

Wherever we go on the hill, we are greeted by hard working members who always have something valuable to bring forward. These safety jobs are a lot more effective when we have so many alert members bringing issues forward to us, whether that's during our tours, or via a phone call or email. Any given day there are many issues

to attend to around the property, and a lot of them are being resolved at the floor level before it even gets to us, which is great. I love it when a worker tells me about a safety concern, they encountered in the field that was dealt with right away, and even though it was resolved, it's good for us to know about it.

I also really appreciate all of you who attended any of your monthly area safety meetings. It is critical that we have your input at these meetings so we can track the more difficult, ongoing issues faced by you and your coworkers.

Although this is a union newsletter, I wish to thank those in management who listen to the concerns of their crews and ourselves, and act swiftly to fix

problems. We have seen how efficiently concerns can be resolved when all the stakeholders care and communicate. We are all in this together.

Also, a special thank you to all our safety vice chairs and safety reps for stepping up, taking the time to get some training, and being active participants in safety. I know it's not always easy putting yourself in that spotlight and carrying that weight, but we truly need you.

I wish everyone a Merry Christmas, Happy New Year, and a safe holiday season!

In Solidarity,
Jay Walters



Women of Steel

Tonya Farewell, Chair

Committee Updates

Hello USW Local 480 members

The WOS Committee would like to thank everyone who attended our 2nd annual Bingo Night at the Union Hall. It was another remarkable success, and I am happy to report that we raised \$1,500 to donate to some amazing local organizations. \$1,000 was donated to the Trail FAIR Society with \$500 going to the Building Beautiful Babies program and \$500 to WINS Transition House. We also donated \$500 to the local Adopt-A-Senior program. We are humbled by the experience of both hosting an awesome event and giving back to the community.

I wanted to talk a bit about the progress this committee has made in working with HR over the past few months. As the WOS Committee Chair, I am meeting with HR monthly to discuss women's issues onsite with a shared focus on creating positive change. In our last soapbox article, we mentioned that we were in talks regarding pregnancies onsite. We are still working towards an official reference document. As you know, these things take time. In the meantime, if you are pregnant or thinking about becoming pregnant, please reach out to Sarah Timmins, Occupational Health Lead at (250) 364-4816 direct line or (250) 231-3775. You do

have options and accommodations can, and will be made if required. Pregnancy is a unique experience for each woman. Many women can continue to work in the same capacity whereas others may require an accommodation. If your supervisor is unaware of how to handle your request, please do not hesitate to reach out. Continue advocating for you and your unborn child. There is nothing more important than our tiny humans.

We are happy to report that all female and unisex washrooms will now be stocked with feminine hygiene products. This was a request that was fulfilled quite quickly when the WOS Committee brought it to the Company. Thank you to everyone that was involved in this, it was long overdue. A big shoutout to Lisa Wayling, Lead Hand in Janitorial, for taking this on. If you work in an area where there is a washroom that has not been stocked, please reach out to one of the WOS committee members or contact Lisa directly.

I wanted to highlight the new program called "Employee Spotlights: 'Women at Teck' 2025" being rolled out by Teck Corporate. If you work with an exceptional woman at Teck, please reach out to nominate them for a spotlight article. Teck

has set a target of 30% women representation in our workforce by 2030. We want more women in trades and operations and this program is aimed at promoting that initiative, enabling other women to see what it's like to work at Teck Trail Operations from our female employees' perspectives.

Lastly, I want to ensure that everyone onsite is aware that the WOS committee is not just here to deal with woman-specific issues onsite. If you are more comfortable bringing a concern to a female Union Rep, please do.

If interested in getting involved with the Women of Steel Committee, please reach out to a committee member.

WOS Committee Members and work locations onsite:

- Tonya Farewell, Committee Chair – RACC
- Robynn Fisher, Committee Member – E&M - Melting
- Hannah Tarbuck, Committee Member – Oxide

In Solidarity,
Tonya Farewell

Office and Technical Chair, Report

Ron McKenzie, Unit Chair

Another Year Done



One more lap around the sun is almost behind us, and it has been a busy one for me to say the least. With many changes and ups and downs, but overall, I think it's been one of my better ones.

My dad has a tradition on New Year's Eve, of opening the back door of the house to let out all the bad from the past year and then opening the front door to let in the good for the year ahead, I've continued this as one of my own traditions. It's symbolic of clearing your life and mind to make way for a more positive future. I think it's good for everyone to do this in some way, so we don't get in a rut, or bogged down by negative things in our lives. I hope you all find your own ways of doing this, I think we can all benefit from a reset now and again.

It's also a time to recognize those that have been there to help over the year. For me that is all the O&T committee members, stewards and volunteers. I want to thank everyone who has stepped up in the past year in any role, official or otherwise. I always accidentally leave a few names out, but know I appreciate every contribution,

it's all the little things you all do that make our Union work!

Thanks to everyone who has stepped up in official roles this year:

- **Mike Mozak** – O&T Unit Grievance Chair, Job Evaluation Committee Rep
- **Trevor Allegretto** – O&T Unit Safety Chair, Diversity Committee Rep
- **Talin Verigin** – Alternate O&T Unit Safety Chair
- **Tonya Farewell** – O&T Unit Secretary, 480 Executive Trustee, W.O.S. Committee, Entertainment Committee, Steward (Property wide office and casual employees)
- **Adrian Huber** – O&T Job Evaluation Committee Chair
- **Amy Haines** – Job Evaluation Committee Rep
- **Adrian Jelly (AJ)** – Steward (Metallurgy Development and Plant Technicians)
- **Catherine Carriero** – Steward (TST)
- **Jessy Lyons** – Safety Rep (TST)
- **Jennifer Soltys and Michelle Cure** – Stewards (T.O.B.)
- **Carly McConnachie** – Steward (Control Systems/Environment)
- **Jodi Tompkins, Taylor Vlanich, Collin Wynnchuk, Jessica Davis** - Stewards (Assay Lab)

And everyone else who has helped behind the scenes, organizing, cooking, delivering orders and setting up/taking down at any of our events, BBQ's, votes, helping new employees, with safety, or in any other way to support your fellow workers. We have a strong, respected Union because of all of you!

All the Best to Everyone in 2025!

Women of Steel Donations



WOS Chair Tonya Farewell with committee member Hannah Tarbuck present a one-thousand dollar cheque to Jeanine Beck (left) and Stephanie Haukaas (right) of Trail Fair Society.



WOS Chair Tonya Farewell with daughter Hazel and committee member Hannah Tarbuck present a five hundred dollar cheque to Jennifer Ferreira Williams from Adopt-a-Senior Trail.

Local 480 Donations



Teck Trail Operations and Local 480 with the generous donation of \$6,500.00! Pictured left to right Ron McKenzie - Unit Chair Local 480, Jayne Garry - Community Relations Teck Trail Operations, Captain Rachael Olson - Trail Salvation Army & Chris Walker, President Local 480. The money comes from the USW Humanity Fund. Funds are matched by Teck and dispersed in the community.



Local 480's Chris Walker (President) and Ron McKenzie (O&T Unit Chair) with Jayne Garry (Community relations Teck Trail Operations) present a cheque of \$1250.00 to Marylynn Rakuson for the Trail United Church Food Bank. The money comes from the USW Humanity Fund. Funds are matched by Teck and dispersed in the community.



United Steelworkers Local 480 has made a generous \$10,000 donation to the KBRH Health Foundation during Light-Up The Hospitals! Pledge Day. Of this, \$7,500 was directed to the Gordy Steep Memorial Sick Children's Fund, supporting families travelling for medical care, while \$2,500 went to the Orthopedic Enhancement Project at KBRH. Local 480's Ron McKenzie, Unit Chair O&T (left) and Chris Walker, President (right) presented their donation to Lisa Pasin, KBRH Health Foundation Executive Director (centre).

Kid's Christmas Party



Thank you to all our volunteers for putting in all the time to make this event happen! From the organization of everything before the day, and all the hard work on the day to make this happen!

