

# YOU **UNION** R

Local 480



Trail, B. C.

December 2023

VOL.51 No.6



## LOCAL 480 HOLIDAY OFFICE HOURS

December 22<sup>nd</sup> **7:00am – 12:00pm**

December 25<sup>th</sup> **CLOSED**

December 26<sup>th</sup> **CLOSED**

January 1<sup>st</sup> **CLOSED**



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# We are Online and Live!



[www.facebook.com/usw480](http://www.facebook.com/usw480)

You can also find us at: [www.uswlocal480.com](http://www.uswlocal480.com)

## 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

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



Workers at the Hudson’s Bay in Kamloops have taken strike action and are encouraging the public to avoid shopping at the store until this labour dispute is resolved. The workers, members of USW Local 1-417, issued a 72-hour strike notice to the company on Dec. 6 and began their strike Dec. 9.

### LOCAL 480

### MEMBERSHIP MEETING

**December 21 , 2023 3:45 PM & 5:30 PM**

- CLC Winter School

# President's Report

Chris Walker, President

## Where and Who We Help in the Community



Hello everyone,

I hope you are all doing well and have some opportunities to take part in some holiday gatherings and celebrations. I know I can't wait to spend some time away from work with family and friends.

Local 480 has been busy in the community as usual, and the events and fundraisers we've been a part of this year have been huge successes. I just want to say thank you to all the people who have given some of their own time to help with all of these events.

Through fundraising and donation requests passed at our monthly membership meetings, we are also able to financially help organizations throughout the year. I would just like to mention some of the places (listed below) that Local 480 has assisted this year. I'm very proud that our Union has the opportunity to offer so much to our community and other organizations.

- Little Oasis Equine Matters (Assisted Learning Youth Programs)
- Kidney Foundation of Canada (Kidney Walk)

- Hospital Activity Book (Coloring/activity books for children)
- BC Children's Hospital (Firefighter boot drive)
- Kootenay South Metis Society (BBQ for National Indigenous Peoples Day)
- Veteran's News (Magazine for all Military Service members)
- United Way (Park with Us campaign)
- KBRH Health Foundation (Orthopedic Campaign)
- United Way (Storm the Stairs)
- GTMHA (2023 Tournament Program)
- National Day of Truth & Reconciliation (BBQ for the day)
- Royal Canadian Legion (Remembrance Day for Castlegar, Rossland, Salmo, and Trail)
- West Kootenay Cancer Society (Funds for society gatherings)
- Columbia Basin Alliance for Literacy (Books for local children)
- Trail Air Cadets (Funds for events)
- Gord Downie & Chanie Wenjack Fund (Donations for awareness, education, and connections for Indigenous people)
- WINS (Women in Need Shelter)
- Minor Hockey Day (Pancake breakfast)
- Gordy Steep Memorial Sick Children's Fund (100% funded by Local 480 for local children that need care out of town, to help with financial burden)

Additionally, in partnership with District 3 Humanity Fund, we made noteworthy contributions to the following;

- Salvation Army Food Bank (Trail)
- Community Harvest Food Bank (Castlegar)
- Trail United Church Food Bank (Trail)

I'd like to wish all of you and your families a very safe and happy holiday. Here's to hoping for a great 2024 year.





# Benefits Co-ordinator Report

Leigh Creegan, Benefits Co-ordinator

## Update and Canada Life Seminar's

To the members of Local 480,

We are now into the holiday season. It's a time of year where there is a lot of excitement and buzz of the season in the air. It's a happy time, but not for all. This is also the time of year where a number of people struggle with their mental health. I want to remind the membership to give me a call for mental health resources if you're looking to talk to someone. We have \$2500.00 yearly benefit available. I also want to extend that my door is always open if you ever want to drop into the Hall to talk, or you can always call me.

It's been busy the last month with various returns to work, accommodations, pay and 3 WCB claims waiting to go to the Review Division. I will keep the membership updated as the reviews progress. If you are hurt at

work be sure to report the incident and go to first aid. Your supervisor should be sending you with a list of modified duties available so they can be discussed. After first aid or hospital treatment, be sure to follow the doctor's restrictions and make a claim with WCB (1-888-967-5377). Once that is done contact me and we will track your claim together and take the necessary steps. Please, if injured report your injury to WCB as soon as possible. You have 1 year from the date of injury to make your claim, after that it is very difficult to get WCB to accept a claim.

I was just sent the webinar schedule from Canada Life for 2024 and will attach it to the end of this article. When you have the opportunity explore the Canada Life website; there are a lot of good resources and past webinars to look at. If you have any ques-

tions or want to discuss your RRSP's in detail contact Les Zacharias or Jennifer Cook (250) 364-3140.

If you are off on a sick leave or WCB claim keep me informed about your progress and if there is anything we can do for you. Our next union meeting will be held on December 21<sup>st</sup> at 3:45pm and 5:30pm at the Union Hall.

I want to thank all the volunteers this year who helped with the various events and committees. These events don't happen without your hard work. Lastly, I hope everyone enjoys the season safely, responsibly and with the people (or animals) you care and love.

In solidarity,  
Leigh Creegan



Quarterly theme	Upcoming webinars
RRSPs and TFSAs	<p><b>Feb. 7 and 21</b>  <b>RRSPs and TFSAs – Tax, facts and impacts</b>                      Understand the essentials of Registered Retirement Savings Plans (RRSPs) and Tax Free Savings Accounts (TFSAs), including what they are, their tax implications and how they can help you reach your saving goals</p>
Investing	<p><b>April 3</b>  <b>Investing – Basics for beginners</b>                      Learn the basics of investing, including the different asset classes and how to choose the right investments for your goals</p> <p><b>May 15</b>  <b>Investing – Beyond the basics</b>                      Learn more about investing including investment risks, active and passive investment strategies and how to avoid common investing mistakes.</p>
Retirement	<p><b>Sept. 4</b>  <b>Retirement – Saving for your future</b>                      It's never too early to start saving for your retirement. Not sure where to start? This is the webinar for you</p> <p><b>Sept. 11</b>  <b>Retirement – Getting close</b>                      Are you getting close to retirement? This webinar dives into the details of retirement planning. Topics include understanding retirement risks, tips to save on taxes and understanding income investment options.</p>
Participate in your plan	<p><b>Oct. 16</b>  <b>Your plan – Make it work for you</b>                      Discover the benefits of your group savings plan and the resources available to you.</p>

# Grievance Committee Report

Jesse Nicoll, Grievance Chair

## Grievance Update



Hello Brothers, Sisters and fellow Steelworkers,

Last Grievance Article I mentioned a few of our active grievances and I would like to provide an update.

Grievance 2023-14. This is a policy grievance that involved a dispute on how employees can take their floating stat holidays. The company has now agreed with the Union that you can take those entitlements as an 8 or 12 hour day. We will be filing this grievance as won.

Grievance 2023-04. This is also a policy grievance involving an improper selection process for vacant Operator/ Instructor positions. We have made good headway on this grievance with acknowledgment from the employer to interview a number of applicants, instead of

just one or two. One of the operators involved with this grievance was allowed to compete for the position after originally being denied. We are currently working with HR on a settlement letter for the grievance.

Grievance 2023-11 and 2023-12. Both of these grievances involve one of our members who we argue had been denied basic sick leave benefits and unjustly terminated from their employment. We have secured Arbitration dates for February 5<sup>th</sup> to the 9<sup>th</sup>. The parties agreed to arbitrate both grievances at the same hearing. We are currently in the process of discovery, which is where both sides share the particulars of their arguments and provide each other with the evidence they will be relying on in the arbitration hearing.

Grievance 2023-15. This is another policy grievance involving “acting “staff members doing 480 work while qualified 480 members were available to do such work. The company has allowed this grievance so we will be filing as won. This grievance is important as we have had issues with management and acting supervisors doing our work in the electrolytic plant. We have filed grievances on this in the past.

The grievance committee has our last meeting of the year on December 15<sup>th</sup>. We are also having the Christmas open house at the hall on that day. I look forward to seeing you there. Have a happy holiday and I'll have more to share with you all in the New Year.

In Solidarity,  
Jesse





## Health & Safety Committee

Kyle Jorgensen, Safety Chair

### Why Do We Care About Safety?

Why do we care about safety? The answer may be slightly different for everybody, but the end goal is always so that we can take our paychecks that we earn at work and do whatever it is that we like to do outside of work. To be able to do that, we have to have the ability to complete our jobs safely. There really is nothing more important than that. What good is a paycheck if you do not have the ability to spend it doing what you want because you got hurt at work?

We have to continue to push to use the hierarchy of controls when solving issues. Using the hierarchy of controls, if done

properly, will solve the issue long-term. If we settle for using PPE and administrative controls then every single time we have to do that job, we will continue to have to use those same controls every single time, whereas, eliminating the hazard or using an engineering control can completely change the need for those controls going forward. I get that some fixes cost a lot of money and may not happen right away, but a short-term fix to address the hazard, while budgeting for the long-term fix is always the right approach. The long-term fix is the key to fully addressing the hazard and should not disappear because we have a short-

term fix. It is called short-term for a reason.

I have attached a list of the safety committee as we have a full committee again. If you have any safety issues these are the reps from the areas as well as the full-time safety committee members.

Finally, as this is the last article of the year, I would like to wish everyone happy holidays. I hope everyone gets a chance to have some time away to enjoy for themselves.

In Solidarity,  
Kyle

A large, 3D graphic of the word "SAFETY" in orange, block letters. A yellow hard hat is placed on top of the letter "A". The letters have a slight shadow underneath them, giving them a three-dimensional appearance.

## Safety Committee by Area

NAME	POSITION	AREA
JORGENSEN, Kyle	Chair	Local 480
WALTERS, Jay	Coordinator	Local 480
JOHNSON, Dean	Coordinator	Local 480
KINAHAN, Jill	Vice Chair	Lead South (T)
Mc KENZIE, Will	Vice Chair	Property Services (S/Q)
BELL, Tyler	Vice Chair	Lead North (E)
FRAIKIN, Phil	Vice Chair	Warfield (E)
THOMPSON, Matt	Vice Chair	RA/ZLP (Q)
REID, Jordan	Vice Chair	E&M (S)
GURNETT, Colin	Vice Chair	Leaching (E)
BHARMAL, Nathan	Vice Chairs	ISR
LORD, Adam		
HILL-RABBITTE, Kieran	Vice Chairs	Fire Hall (Q)
PEARSON, Joel		
ALLEGRETTO, Trevor	Chair, O&T	Environment (E)

### From the Piggy Bank



A quick update before the new year. On the contracting out front we had 4 wins this past month totaling \$1500 of pay outs to our members proving we can keep our jobs in house. Unfortunately, this month's PCOC meeting had to be rescheduled so I don't have any update at this point. Once again, I would like to thank all our members who keep bringing issues forward and please keep them coming!

This time a year, I would like to thank all our members that have stepped up and helped with events, committees, and involvement throughout the year. Without your involvement we would not function or be able to host a lot of these events. A lot of the time people help at these events is donated time on their behalf!

Enjoy the Christmas Holiday!  
Nylan LaFreniere





# Safety Co-ordinators

Dean Johnson & Jay Walters

## Housekeeping In Your Plant



Local 480 Members,

As we approach the holidays, I would like to take this opportunity to wish everyone a Merry Christmas and all the best in the New Year.

In the last while we have seen the beginning of the Monthly Safety Meetings. I have attended a number of them across the site and there is at least one recurring theme that keeps coming up. That's is housekeeping.

There have even been some incidents where housekeeping has been mentioned as part of the root cause. Like the saying says, '*A clean work place is a safe work place*'. Some areas are doing regular tours to help identify problem areas and then mark them for cleanup. This can be an effective way to keep on top of it but often a little more is necessary.

Take a quick look in your work areas and see if there is anything that can be easily tidied

up. Look for and take care of those items that may be a hazard left for someone else. If you see a larger mess or materials left behind from work crews, let your supervisor know and they can help track down the source and have them clean it up. A little can go a long way to a safer workplace.

Once again, have a safe and happy holiday season.

DEAN

## Season's Greetings!

The holiday season is now upon us, and I hope you are all able to spend some time with family and friends on your days off. We all work here to earn a living so we can enjoy our lives, and now is one of those times when we should take advantage of that and make the most of our time at home. It's a busy and sometimes stressful time of year. Some of you are working more than usual to earn some extra money for the holidays, and while that's a good option to have, make sure you allow some down time to enjoy it and hopefully be among loved ones. Let's also keep our focus on the job and work safely so we can go home in the same condition we went to work in.

I'd like to take a moment to thank everyone on the Joint Health and Safety Committee for their hard work and dedication. Safety in our workplace really takes a village sometimes, and there is a new challenge almost daily. Whether it's a specific incident, a new process, or a procedural shortcoming, it takes a lot of folks on both sides working together to stay on top of it. There have been several new faces added to the committee in the last few months, and while there is always more work to do, I have seen positive steps in the right direction recently that are encouraging.

On the union side of things, Kyle does a really great

job chairing and representing our committee. Dean has proven to be a dedicated and passionate safety coordinator, and having these guys to work with makes the job a lot easier. These positions are more challenging than many might think, and certain aspects of the job weigh on your mind after hours. The same goes for all of our area vice chairs, and our safety reps in the field. They've signed up to help out because they care, and I know it's not always easy being a plant rep. The reward is when you are able to help someone or make a positive change in the workplace. Hats off to every one of you who took on this challenge.

(Continued on page 9)

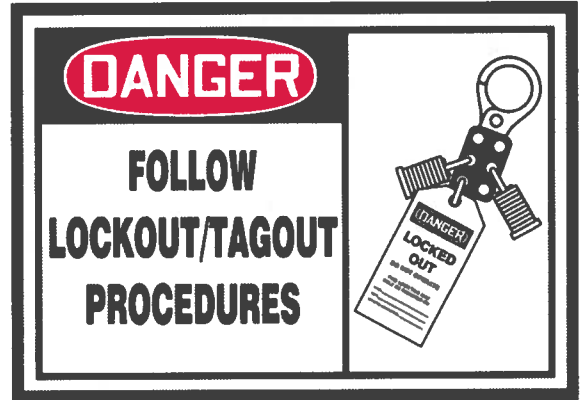


(Continued from page 8)

To the rest of the membership, I remind you to use these resources whenever you

feel the need. If you have any concerns at all, it's probably worth at least a chat, so talk to your safety rep, your vice chair,

or any of us at the hall. Happy holidays everyone!  
In Solidarity,  
Jay



## What is it to be Qualified at Teck to lockout?

From Condoc# 2771

### q. QUALIFIED:

*An individual (General Role or Salaried) will be considered qualified to isolate and lockout equipment using a RED or YELLOW lock when they have achieved credit for course #0699, signed off on VLO #5625 and are qualified via demonstrated competency as per the applicable equipment and process training VLOs as developed by each plant. A VLO Template is available from the area training department. You must be fully signed off on the equipment to be qualified.*



# Office and Technical Chair, Report

Ron McKenzie, Unit Chair

## Thanks to All That Help and Volunteer



Hi everyone,

As the year ends, I'd like to sincerely thank everyone who has helped out over the past year! A Union functions best when there are many people who step-up, take an active role, and are all working towards common goals.

Within the 480 O&T group, I have been extremely lucky to have had many people who have stepped up and become more involved, in official roles, by attending meetings, and many more who have brought issues to my attention as they are happening.

In addition, we have had lots of volunteers that come out to help at Union events and fundraisers allowing us to give back to the rest of the membership and the community.

I'd to take this opportunity to highlight just a few of the

people who have volunteered to take on official roles in the O&T group. They definitely don't get nearly enough praise for all they do and without them there is no way I could do my job. If you see them around the hill, be sure to thank them for doing the work of the Union on your behalf.

**Unit Grievance Chair:**

- Mike Mozak

**Shop Stewards:**

- Jodi Tompkins
- Taylor Vlanich
- Collin Wynnchuck
- Rob Darrah
- Carly McConnachie
- Tonya Farwell
- Adrian Jelly
- Catherine Carreiro

**Unit Safety Chair:**

- Trevor Allegretto

**Safety Stewards:**

- Talin Verigin
- Jesse Lyons

**Unit Recording Secretary:**

- Tonya Farwell

**Job Evaluation Committee:**

- Adrian Huber
- Amy Haines
- Mike Mozak

**Diversity Committee Reps:**

- Heather Johnson
- Trevor Allegretto

Thank you to everyone who has helped out this year in any way, as well as, in years before, there are many more than listed here. You have all truly made our Union stronger and better in doing so!

Happy Holidays!  
Ron

