

YOUNION

Local 480



Trail, B. C.

June 2023

VOL.51 No.3

DEADLINE FOR TICKETS:
July 14th, 2023

**“Steve NORM”
MURDOCH
IS RETIRING!**

DATE: Friday, July 21st, 2023
LOCATION: Local 480 Hall
TIME: 3:00pm – 8:00pm

TICKETS: \$5.00 each
(All proceeds go to the Gordy Steep Sick Children's Fund)
AVAILABLE AT: Local 480 Hall

What's Inside:

Scholarship Winners
From The Piggy Bank
Georgiana McAlpine BBQ

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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

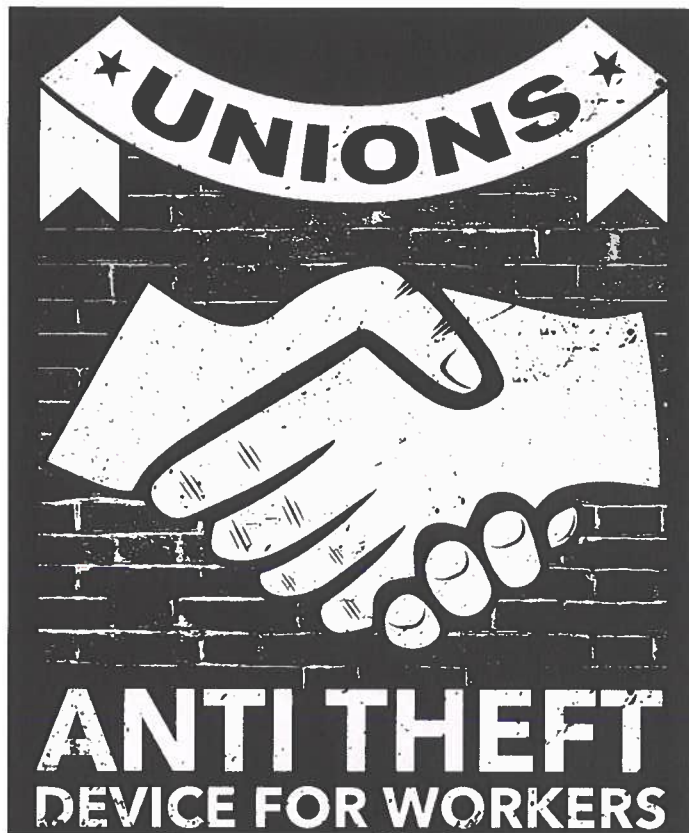
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The editors reserve the right to edit any or all material submitted



"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!



**LOCAL 480
MEMBERSHIP MEETING
JUNE 15, 2023 3:45 P.M.
480 STEELWORKER HALL**

- Executive Election Results
- Pensioner's Picnic

President's Report

Chris Walker, President

Update on Trades And Improving Morale

Hello everyone,

This is our last newspaper until September, so I'd like to start by saying I hope you are all able to enjoy some time away from work during the summer months. It's been a very unique and difficult last couple of years, so I think we all deserve a warm relaxing summer.

I am sure everyone has heard some rumblings about the Union seeking something financially for our Trades. This is mostly true, but I'd like to give some background. Our jobs are all evaluated through the CWS system. CWS is a great job evaluation system for operators, and for most part, we have had increases with most of our jobs in operations since I've been at Teck.

Unfortunately, the CWS system has not worked for our trades. They have not had increases since 1993, and our Union hasn't done enough to try to correct this. So that's what we are doing. We are trying to work with the Company and the trades to figure something out within the CWS system that could potentially make a change. If we fall flat on our faces and nothing changes, at least we can say we've tried to address something that I believe is way too long in the making.

That's not to say we are ignoring anything in operations. We've had so many jobs evaluated in the last 3 years and have made significant increase and have many that are currently being worked on as we speak.

I realize that to make our worksite a better place isn't always financial. If you've read my articles, I'm sure by now you realize how important I believe morale is on our worksite.

I truly believe that we could have a great place to work if we fixed some of the morale issues. As long as I'm in this position, I'll take part in anything I can to help. Any of our members, managers, superintendents, or supervisors that want to work with me then please reach out. But before you do, the first thing you should know is that I believe the most important thing is that all employees need to be treated fairly and with respect. They need to be put in a position where they are listened to and heard.

You can't give them lip service either. It has to be real. The employees on the floor need input into their plants, and what's best for them. We have a lot of really smart people on the Hill, and if we choose not to hear them and value them you will never get the buy in you need.



It starts with safety. We always say safety first, and then I hear things like "that crew always brings up safety stuff to get out of work", that's BS. Lets provide an environment where we welcome and encourage all questions when it comes to our safety.

The people asking us to do the work should prioritize our safety above all. Have everything in place before the jobs begin, and in the event that some safety concerns come up, sit down listen to the concerns and address them.

The next thing is supporting your employees. We have some really good supervisors and superintendents that get this; unfortunately, not all of them understand this concept. Good for you for being promoted to a supervisor role, you've obviously showed some qualities that the Company likes, but I'll share a little secret of all the most successful leaders on our site or any other, they support their employees. They ask "what can I do for you to help make you successful at your job." They don't order or demand, they lead through support. In most cases, when this happens you will have employees that will go the extra mile for you, because they know you'll do it for them.

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We don't do this nearly enough here in Trail, but that's not say we can't change and do better. I believe that we can, I believe this can be a good place to work. In fact, I know it. I've worked with good bosses and crews. I've had people in supervisory roles that went to bat for their crews. It's happening in areas right now, and it can be very successful.

Hey I get it, we'll never get complete buy in, some staff and some of our members are always going to be negative, and

absolutely despise going through those gates. But let's fix what we can and make them the minority.

That's probably a bit of a rant, but it's something that has been all consuming for me lately. As long as I am in this role, I'm going to try and make positive changes, and I really don't care if people don't think it can ever happen, because I believe it can.

Just a reminder to all that our membership meetings are the 3rd Thursday of every month (Except July & August) @ 3:45.

Please find some time to get to some meetings so we can all know what is going on at Your Union.

In solidarity,
Chris Walker

WINNERS OF THE LOCAL 480 2023 SCHOLARSHIPS

J.L. CROWE:

**Mattea Palesch
Lena Obal
Trinity Bell
Lauren Malito
Blake Plaxton**

STANLEY HUMPHRIES:

Yuta Covington

LV ROGERS:

Fisher Greenaway

SALMO SECONDARY:

No applicant

KOOTENAY ALTERNATIVE LEARNING CENTRE:

No applicant

***Thank you for all the students who took the time to write their essays!
CONGRATULATIONS TO EACH OF THE WINNERS!***

Benefits Co-ordinator Report

Leigh Creegan, Benefits Co-ordinator

Mental Health Benefits



To the members of Local 480,

We are into the new benefit year for the Healthy Lifestyle Account. Just a reminder to have last benefit years, (June 1, 2022 to May 31, 2023) receipts submitted by August 29, 2023 to Sun Life. If you need any forms for submitting your receipts they can be found on our website

(www.uswlocal480.com) under the Resources heading click Forms. Your Healthy Lifestyle Account can also be used in conjunction with other benefit coverage.

When it comes to mental health we have a \$2500.00/year per person benefit available to use for any cost related to mental health. If you or somebody in your family is struggling and need help feel free to reach out to me and I can send you all the resources I have, and help walk you through any questions you may have. Just a reminder of our onsite counseling available with Christa Garcia, if you would like to book an appointment with her you can do so by contacting Gord Menelaws (250-364-4135 or gordon.menelaws@teck.com). If you happen to use your \$2500.00 benefit before the new year, you can use your Healthy Lifestyle Account to cover mental health expenses.

In my last article I mentioned that Sun Life had changed their Pharmacy Benefit Manager from Assure to Express Scripts

(ESI) and some members had their prescription coverage affected. That issue has since been resolved. The claims were reprocessed and covered accordingly. If this happened to you be sure to check that the proper amount was corrected and covered, if not please let me know. As far as other Sun Life issues they still pop up week by week, so if you run into issues please let me know and we will get it sorted out. Just so everyone is aware Sun Life is usually very slow with getting answers, so we will get issues sorted out but it just may take some time.

During the last week of April myself along with Chris Walker, Nylan LaFreniere, Tyler Bell, Ryan Greenaway and Dean Lott went to Toronto for the USW National Policy Convention. We met there with other Steelworker members from across Canada to discuss issues and update policies that the Steelworkers support. There were a lot of great speakers from locals across the country, the National Director, the International President, the president of the Canadian Labour Congress, labour representatives from Mexico, and many others. It was a really informative week with lots of great conversation and debate, and it was really nice to connect with the other members across the country to discuss the issues they are facing and trade ideas that will hopefully help others. If you have the opportunity to attend one of

these policy conventions, I highly recommend it.

One of our longstanding members and executive members Norm Murdoch will be retiring at the end of this month. I've had the pleasure to work with Norm at many USW events, and I even had the opportunity of apprenticing under Norm on how to cook the prized Pensioner Picnic potatoes. I want to take the time to thank Norm for the COUNTLESS hours he has put into this local. His knowledge and commitment will be missed but this is well deserved time and congratulations to Brother Norm.

Reminder, you have until June 15th to submit your transfers for the June transfer window. Membership meeting is on Thursday June 15th at the Union Hall for 3:45pm. I hope to see you there. If you get hurt at work remember to report it and then contact me and we can work together to make sure you are compensated appropriately.

In solidarity,
Brother Creegan



Grievance Committee Report

Jesse Nicoll, Grievance Chairman

ODP's and Grievance Issues

Hello Brothers, Sisters and fellow Steelworkers,

The new collective agreements have finally arrived! Hopefully everyone will get one over the next few weeks. Please let me know of any issues getting one on-site and we'll make sure they are available.

We find ourselves in the June transfer window. Please feel free to reach out for advice if you'd like some suggestions or would like to know more about the process.

In the back of our new collective agreements, you'll find there is a change to the format of business areas, job titles and wage grades. Now it's formatted by seniority unit number with the job titles and wage grades within the seniority unit. This may help you better decide which plant/seniority unit to transfer to. There have been a couple issues over the last year regarding some of our members having access to the transfer process, as well as, the acceptance emails while off work. Please let your supervisor know if there is an issue or call the Union hall, we can help make sure you don't miss that transfer opportunity.

We are still in the process of creating operator development programs for the Silver Plant and Lead Refinery. I'm just waiting for management to schedule crew talks to review the ODP letter in Silver. We are get-

ting really close to finishing the Lead Refinery letter. There was a break for a couple months due to availability of people involved, but I anticipate we will get moving on that letter again very soon.

The Operators in the Kivcet will be having a review of their ODP letter. Management is looking at ways to retain power engineers there and at first glance the ideas proposed seem positive. There will be a consultation committee formed to develop that ODP and everyone effected by the letter will have a chance to have input.

Management is looking at changes to the Lubrication seniority unit. They would like to have different levels of training and corresponding levels of pay. This progression letter will be reviewed with all of the Oilers on site for their input before anything will be put in place.

On June 6th I attended my second meeting for District 3 Human Rights Committee. Two fundamentals in the labor movement are human rights and solidarity. There are two initiatives I will be working on with that committee. First helping to create a resource document for human rights language for collective bargaining. Secondly, a group of us in the committee are going to monitor human rights labor arbitration cases and compile a database for Steelworker

Locals to use. Please contact me if you are interested in forming a human rights committee at our local.

The Grievance Committee is working on a number of issues at the moment, these include plant seniority, rates of pay and structure for the melting plant, discipline investigations, improper pay, overtime, floater scheduling, family days, the list goes on.... There are going to be a number of grievances filed on these issues and I will have a clearer update on those issues at a later date.

We did get retro pay for a member who missed receiving retro pay for a CWS wage increase. Please contact me at the Union hall 368-9131 or grievance@usw480.com if you were working in an area during a CWS review which resulted in an increase in pay and did not receive any retro. Good reminder to check our paystubs.

In Solidarity,
Jesse Nicoll

Health & Safety Committee

Kyle Jorgensen, Safety Chairman

Safety Department Update

Our Union Safety Committee has undergone some changes over the past little while. Nylan, has been filling in for Norm as the Financial Secretary for the past few months and we have been rotating Vice Chairs through as Nylan's replacement as one of our Union Safety Coordinators. I would like to thank all of our Vice Chairs who have stepped up and filled in during that time: Colin Gurnett, Jill Kinahan, Tyler Bell, Matt Thomson, Will McKenzie and Phil Fraikin. Now that Nylan has been officially elected as the new Financial Secretary, we have elected a new Safety Coordinator. Congratulations to Jay Walters on being elected in by our Executive. Also, thank you to everyone that had their name in. We are working out the details of when Jay will start down here, but needless to say, we are trying to get Jay down here as soon as possible.

We will also be looking for a new Vice Chair out in the ISR/Shops area. Steve Thompson has decided to step down after a few years of helping out in safety. Thank you Steve for all your work over the years. If you are interested in becoming the Vice Chair of the ISR/Shops area please contact myself at the Union Hall (250) 368-9131.

With all the changes that have been happening, Dean and I are available as always, (250) 368-9131. If you need anything or have any safety questions, do not hesitate to phone. Also, as this is the last paper before summer, I hope everyone has a safe, vacation-filled summer.

Finally, I would like to thank "Sweet" Norm for all his years and service he has put in for this union. Norm has held a variety of union roles over the



years, from being a Shop Steward all the way to now, being the Financial Secretary. "Sweet" Norm would always be the first person to volunteer and help out with anything, especially any event that helped out our Gordy Steep Sick Children's Fund Charity. He would always stay until the end of every event, even if it was because he lost track of time, haha. Norm gave countless hours of service and dedication to this union. We are all going to miss you, happy retirement "Sweet Norm." Now you will always be on time.

In Solidarity,
Kyle

 The word "SAFETY" is written in large, bold, orange 3D 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



Safety Co-ordinators

Dean Johnson & Jay Walters

Reminders of The Lockout Program



Local 480 members...

As spring is quickly turning into summer, I hope everyone is enjoying the nice weather out there. Summer students have arrived on site so keep an eye out for them and lend them a hand when needed.

Over the past while we have seen some issues around lockouts. Here are some quick reminders. First off, a reminder that both persons applying the Red and Yellow locks must be 'qualified' on the equipment. Secondly, make sure that the procedures that accompany your lockout document are read, understood and followed. The document holds important infor-

mation on the safety aspects of the lockout as well as any important steps that may need to be followed in preparation for the lockout.

If there are any aspects of the procedure that do not make sense or are incorrect, STOP and ask the questions. Bring it to your supervisor for clarification and/or correction. When applying a personal lock to a box, be sure that you read the lockout list. Ensure it is the correct box and that the equipment you need locked out is listed on that sheet. If in doubt, ask. I know these are just some of the basics as far as reminders are concerned, but sometimes taking the extra few

minutes can make all the difference. If you need any assistance at all don't hesitate to give us a call (250) 368-9131.

To close things off I'd like to quickly thank Phil Fraikin for filling in at the Hall this past month and congratulations to Jay Walters (Safety Coordinator) and Ryan Greenaway (Treasurer) on their success in the recent executive election.

Take care out there,
DEAN

From the Piggy Bank



The end of an era has arrived, after 44 years of service on the Hill and down at the Union Hall, I would like to wish our Financial Secretary Norm Murdoch a happy retirement. The dedication Norm has provided us over his career will truly be missed; from donating countless hours on the grievance committee, to weekends cooking at various events & groups he is involved with, and donating all proceeds he made being donated to the Gordy Steep Fund! His wit, humor, and his odd knowledge of absolutely random facts will never cease to amaze us. Norm will leave an eNORMous gap down here that will be truly missed. I want to wish you a long and happy retirement!

On the contracting out side I would like to thank everyone who is raising issues about our work being given away, I have seen an up rise of members reaching out and fighting to keep our work in our hands. I encourage you to keep bringing up any issues and calling me down at the hall about them. It is a slow process to achieve what we are after and not always the result we want but remember it is our work and let's keep it in house!

The last note I want to touch on is now that Norm will be retiring at the end of the month I have been voted in to replace him, I would like to thank the executive for their confidence they trust in me to continue Norm's hard work as he has made our local as successful as it is. Ryan Greenaway was also voted in as Treasurer to replace myself. With Ryan being a trustee in the past I feel the locals dues are in good hands going forward!

In solidarity,
Nylan

FUNDRAISER BBQ FOR GEORGIANA MCALPINE



Please support our friend and co-worker, Brett McAlpine (Steel Fabricator – Central Shops/Sulphide) and his daughter, Georgiana, who was diagnosed with Idiopathic Pulmonary Arterial Hypertension in February of 2020 at the BC Children’s Hospital.

To ensure Georgiana receives the care that she needs, Georgiana and her family are required to travel to the Stollery Children’s Hospital in Edmonton every 3 months to visit a Pediatric Pulmonary Hypertension Specialist. Georgiana will continue to require specialized care and medications for the rest of her life.

You can support the McAlpine family with your lunch order at this BBQ fundraising event OR by donating to the Trust Account:
 Georgiana McAlpine – 721298538 at Kootenay Savings Credit Union (Fruitvale Branch)

Hosted By: Central Shops

Date: Tuesday, June 20, 2023

***Pre-Orders Only – Deadline to pre-order is: June 15, 2023**

Pick Up Location: Steel Fab Shop

Pick Up Time: 10:30 – 11:30am

Lunch Includes: Hamburger/Chips/Pop

Cost: By Donation (minimum \$5)

Please pre-order your lunch through the contact person in your area:



- Brooke Wright (Maintenance Services)
- Christa Thomas (Lead Products)
- Laurie Hill (E&M)
- Tera Schneider (Lead Smelter)
- Rachel Swanson (Leaching)
- Karen Daines (Roasters)
- Rae Macklon (Health & Safety/Health Centre)
- Karen Fehr/Amy Steep/Donna Thorne (Warfield)
- Lindsay Kyle (Property Services/Firehall)
- Belinda Hart (TOB)
- Sandra Read (TAB)
- Amanda Bozzer (Projects/Major Projects)
- Jo-Lynne Gallamore (Local 480)



THANK YOU IN ADVANCE FOR YOUR SUPPORT!



Office and Technical Chair, Report

Ron McKenzie, Unit Chair

Job Posting Process

In the 480 Office and Technical (O&T) contract, Article 16 Promotions, Demotions, Transfers (job postings and selection), seems to be where we see the most disputes. This language has been in our contract since 1979. We have tried to improve it in bargaining, but the Company sees any change that effects how they choose who gets a job as a major concession, so the answer is always no.

The O&T CBA Article 16.02 (i) states: *“All vacant positions, except as provided for in Marginal Paragraph 16.03 and those deemed, at the time, redundant, will be posted by the Company.”*

Jobs must be posted so that every O&T employee can apply. When The Company has been slow to post or does not want to fill a position, the Union will file a grievance and they need to either explain why a position is redundant or agree to post it.

The selection process is outlined in Article 16.01: *“In the selection of employees to fill posted job vacancies, the Company shall consider the following factors in determining which employee shall receive the job:*

- (i) *The seniority of each employee concerned, and*
- (ii) *The ability, qualifications, and experience of each employee to perform the job concerned. Experi-*

ence shall be given the same consideration as formal education in determining qualifications.”

Seniority is listed first, so most people assume seniority is the only factor that matters, but the next line says: *“When factor (ii) is relatively equal between two (2) or more employees, the employee having the greater seniority shall be entitled to preference”*. This is called a “Competition Clause” and allows room for a choice to be made based on all of the factors not just seniority.

The Company argues that seniority is just a tiebreaker when they can't decide between 2 or more applicants and they will choose whoever performs better in the selection process regardless of seniority. This frustrates senior employees who feel they are qualified, and have put in the time with The Company, but just didn't perform well in the interview. The Union also feels seniority and its relation to experience are important factors and argue that interview skills don't always translate to work skills. So, this tends to be where our grievances come from.

Many of these cases have gone to arbitration at various workplaces with mixed results. If there are big differences in interview scores, or test results, it is harder to convince an arbitrator to overturn the company's decision. But we have achieved improve-

ments. Management has agreed to be more open; they will show The Union how they've made their selections and will meet to resolve disputes without needing an arbitrator. They will give feedback and pointers to unsuccessful applicants if asked and have offered interview training.

The takeaway is, to have the best chance of being selected for a job in the O&T group and to help your case in the event of a dispute, you need to take the selection process seriously, especially any interview. Research the S.O.P.'s and skills needed and have relevant examples of your work to explain in an interview. Be clear and detailed in your answers, you'll score higher if you hit more of the points the interviewers are looking for.

Contact The Union if you feel you have been denied a job unfairly; we can investigate the process for you and file a grievance if necessary. Good luck in your future job applications.

In Solidarity,
Ron McKenzie

Gordy Steep Fund



Chris Walker, President of Local 480, presenting a cheque to Paul Butler, Foundation Board Member, and Lisa Pasin, Foundation Executive Director for the Gordy Steep Memorial Sick Children's Fund. The Fund is used to assist families who need to travel with their children for medical appointments.

Trades Meeting, May 30th



On May 30th over 200 tradespeople were in attendance at the Union Hall to meet and discuss improving wages for trades.



**PRESENTS A FAMILY SWIM DAY
AT WARFIELD POOL**

Please join us for a free swim and pizza on

June 29 from 11:30 - 2:30.

Limited spaces, reserve your spot today by
emailing Jo-Lynne at jo-lynn@usw480.com



Raffle Tickets
will be available
for our summer
fun gift basket
proceeds going
to WINS