

YOUR

U N I O N

Local 480



Trail, B. C.

June 2017

VOL. 45 No. 3

**BARGAINING MEETINGS TO BE HELD
JUNE 13, 2017 AT 3:45PM AND AGAIN
AT 6:30 PM AT THE CHARLES BAILEY
THEATRE. STRIKE VOTE TO FOLLOW
AFTER THE MEETINGS.**

**STRIKE
VOTE**

LOCAL 480

MEMBERSHIP MEETING

3:45 P.M. THURS. June 15/2017

Agenda to include:

- ◆ **Summer Membership Meetings**

We are Online and Live!



www.facebook.com/usw480

You can also find us at: [uswlocal480](https://www.youtube.com/user/uswlocal480)—UnityisStrength

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

Check our website for Local 480 merchandise!
All items are proudly union made!

Quote of the Day

To a right-winger, unions are awful. Why do right-wingers hate unions? Because collective bargaining is the power that a worker has against the corporation. Right-wingers hate that.

Janeane Garafalo
Actress, writer, union member

@unions4workers /unions4workers

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President's Report

Armindo deMedieros, President

Pensioners Picnic



On June 22nd, Local 480 will be putting on its annual Pensioner's Picnic. This will be the 37th straight year that your Union has hosted this event at the Birchbank Picnic grounds. It is a fun day for all Greater Trail and surrounding area seniors. This event gives seniors/retirees an opportunity to enjoy a day of renewing old friendship and enjoy a tasty BBQ roast beef dinner.

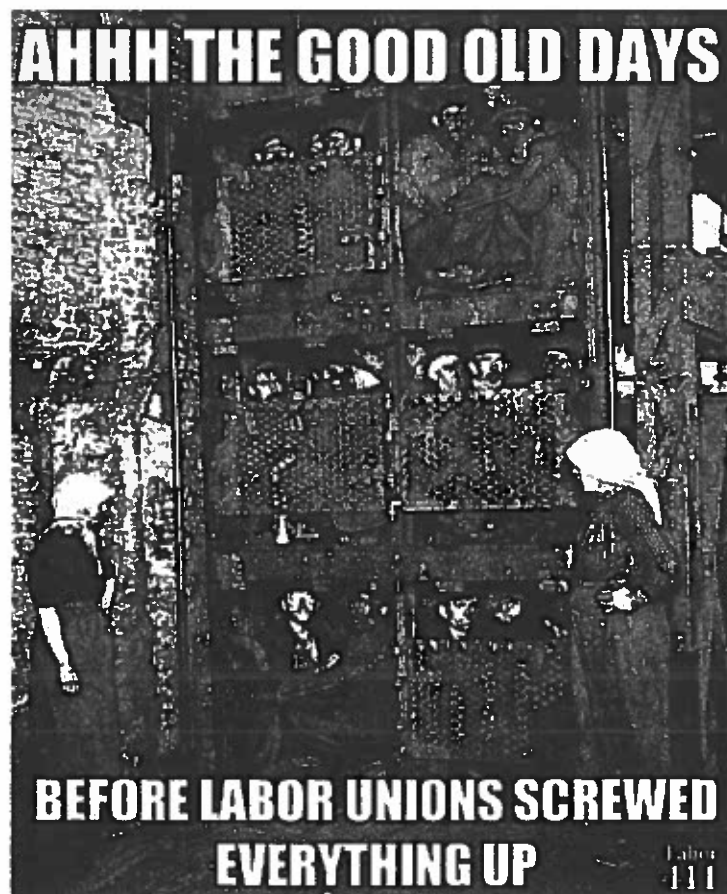
There is a lot of work that goes into preparing for an event of this magnitude. The involvement of many volunteers is required for setting up, serving dinner, and cleaning up at the end of the day. Approximately 500 seniors show up for this event.

If you have any time on Thursday, June 22nd, either at the beginning of the day, or at the end of the day, your help

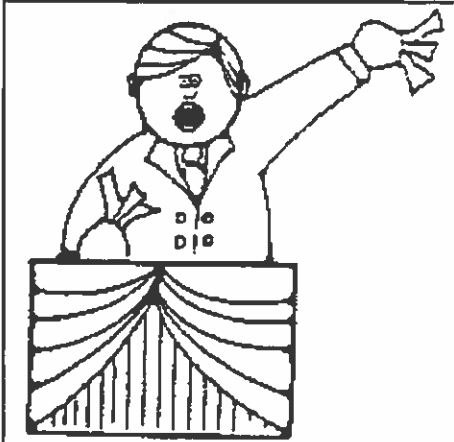
would be greatly appreciated. You will be glad you volunteered.

Please contact either myself or Jo-Lynne at the Union Hall @ (250) 368-9131. I hear the roast beef and potatoes are pretty tasty!

In solidarity,
Armindo



From The Soap-Box



The Soapbox, a regular feature of "Your Union," gives members an opportunity to express their opinions. Articles are due the first week each month.

Dr. Brian Day's constitutional challenge of public Medicare Update from BC Health Coalition Co-Chair, Rick Turner

If Dr. Brian Day and his Cambie Clinic succeed in forcing the government to allow private payment health services, we will end up with a two-tier health system that will drive up costs, give special services to the wealthy and erode our public health care services.

This is a critical case for the protection of our universal health care system.

Health Care has long been a hot political topic. Today, publicly-funded health insurance covers basic medical costs for ALL Canadians. This was not always the case. Many Canadians once faced debt and hardship when they needed treatment for illness or injury. Under then-Premier Tommy Douglas (known as Father of Medicare), Saskatchewan led the way to improved access to health care in Canada. In 1947, the province began paying for basic hospital costs for all Saskatchewan residents. The program later expanded to cover more services. Canada's government recognized the success of Saskatchewan's program and implemented medical insurance for ALL Canadians in 1968. This enhances the right of Canadians to live with dignity during times of illness and injury.

Now, the future of Canadian Medicare is at stake in this case involving for-profit medical services. The BCHC (BC Health Coalition) and Canadian Doctors for Medicare are intervenors in this important case. Rick Turner, Co-Chair of BCHC, is bringing updates to West Kootenay residents. He will be guest speaker at events in both Trail & Nelson. Refreshments are available at both events.

SPCS (Society for the Protection and Care of Seniors) & USW (Locals 480 and 9705) are sponsoring the Trail event on:

**June 14th at 7:00-8:30 p.m.,
Trail United Church Hall**

Community First Health Co-op, NASH & Nelson Chapter of Council of Canadians are sponsoring the Nelson event on:

**June 13th at 7:00 p.m., Nelson
Legion Hall**

This legal challenge may affect all of us – especially the 33% of the population moving toward their senior years! Let us be sure we keep what was fought for and gained! We need our medicare!

Submitted by: Theresa Buchner,
Director (SPCS)



Benefits Co-ordinator Report

Jeff Schuepfer, Benefits Co-ordinator

Canadian Pension Plan Update



The Canadian Pension Plan will soon start collecting more money from you and the employer to provide you with more money later on in retirement.

The federal government, along with the provinces, have come to a consensus to enhance the CPP and hope to finalize an agreement by July 15th, 2017.

This agreement will increase premiums and start collecting from workers and employers starting in January of 2019. Under the new Plan the CPP contribution rate will increase one percentage point to 5.95% for both employee and employer.

Currently here is what the employee pays annually and what the employer contributes annually.

Annually maximum pensionable earnings =
\$55,300.00
Annual basic exemption =
\$3,500.00
Contribution Rate (CPP) =
4.95%
Worker/Employer = 4.95%

$$\$55,300.00 - \$3,500.00 =$$

$$\$51,800.00 \times 4.95\% = \$2,564.10$$

The annual maximum CPP for the employee (worker) contribution is \$2,564.10. The

annual maximum CPP for the employer is \$2,564.10.

On the subject of pensions, all members should have received their pension statements in the mail. The statement contain personal information, your calculation of service, monthly pension and commuted value as of December 31st, 2016. **Please make sure all personal information is correct on the statement.** Any corrections, please contact Gay Ganzini in the payroll office at 250 364-4984.

Any questions regarding the pension statement please call me at 250 368-9131 or email me at benefits1@usw480.com.

An Unprepared Estate Can Devastate Your Family

USW, Local 480 is pleased to present an estate planning seminar to Local's 480 and 9705 members, one day during the week of the 23rd - 26th of October.

Presenters, John Merlo of Money Works/Q Trade at Kootenay Savings Credit Union and Holly Pender-Love, a certified pre-arrangement counsellor with Alternatives Funeral and Cremation Services will take the lid off

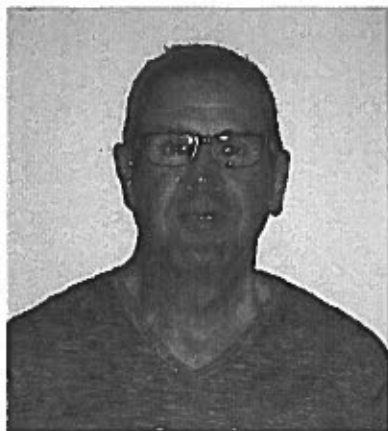
this taboo subject, and show you how easy it is to protect your loved ones and your executor.

The seminar will roughly be an hour of your time and has the potential of saving you and your family from serious financial and emotional pain. Be brave. Step up to the plate. This knowledge can put you in the driver's seat, and have you prepared for the worst day of your life. The speakers will explain how to save your money for the family, and donate less to the government.

Details to follow closer to the week of October 23rd to 26th.

To sign up for this seminar, please call the Union Hall at 250 368-9131, or send me and email at benefits1@usw480.com to confirm your attendance.

In solidarity,
Brother Schuepfer



Health & Safety Committee

Steve Como, Safety Chairman

Summer Students

Since this is the last *Your Union* newspaper to go out until September, and summer is a time for family road trips, outdoor fun in the sun, and hopefully lots of great weather; it is very important both on and off the job to stay cool in the heat. Keep cool and hydrated and minimize your time in the sun. Drink plenty of water, find shade and cool off in air conditioned buildings as much as possible.

I would also like to remind our members to look out for summer students. As you may have noticed, summer students have started working on the property. Many of these students are sons or daughters,

friends or neighbors, and have very little if any, experience in working in heavy industry such as ours.

So we ask the membership to look out for these young and inexperienced students. Introduce yourselves to them, mentor them and be open to any questions they may have. Statistics tell us that young workers are the most at-risk age group to suffer possible injuries at work.

Here are a few tips to support these young workers;

- Introduce yourself let them know where they can get ahold of you if they have any questions

- Encourage them to ask questions

- Make sure you have the right answer to their question or find out the right answer,

- Be approachable and receptive

- Mentor and ensure they are competent and safe before letting them work alone.

Hope everyone has a safe and enjoyable summer.

In Solidarity,
Steve Como

SAFETY FIRST!



Safety Co-ordinators

Kyle Jorgensen & Chris Vaughan



Stress In the Workplace

Today's world moves at such a fast pace, people find themselves spread so thin with day to day schedules with little or no time to stop and take a breath. With so much on our plate comes stress, whether it's about money, your job, your kids or the million other things that run through our minds every minute of every day.

Stress comes in many different shapes and forms. There are forms of healthy stress, like those "butterflies" in your stomach before a big game or having to speak in front of a large group. You feel nervous, and want to make sure you are going to do your best. Usually, this type of stress helps you "rise" to the occasion and once you have finished, you feel relief and stress dissipates. Even if something is causing you stress in a negative way, many times you can just remove yourself from the situation.

In the workplace however, you cannot remove yourself from the situation and in many cases the stress just builds and builds. Workplace stress is defined as "the harmful physical, mental or emotional response that results from conflict between high job demands and low control". Toxic stress has some of the same signs as healthy stress except it doesn't stop. Where, with healthy stress, your body relaxes and returns to

its normal state, toxic stress just stays and grows inside adding more strain on you. This affects your body in so many more ways than one could ever imagine. From high blood pressure, to anxiety and anger the list is massive. With the inability to cope with this type of stress come lack of sleep, which leads to even more stress of not getting enough rest between shifts. Many people turn to other things to help relieve stress, such as shopping, overeating, increased use of alcohol or drugs just to try and relax, hopefully forget about what's bothering you for even just a little while.

On average, 2 out of 3 Canadians are coping with moderate to high levels of stress in their daily lives. According to the Canadian Mental Health Association, 15% of workers suffer from anxiety or depression, and stressed workers are 30% more likely to have an incident. Easy to believe since with all of that chaos going on inside your head how can you expect to have your mind on the task at hand! With manpower reductions, bargaining contracts, and uncertainty for the future it is easy to see how someone could be stressed at work. Sometimes people are doing the work of two people in one shift just because there isn't much of an alternative. Many of us work overtime fre-

quently, to pay for toys, kid's sports, or just to make as much money as we can. If you are dealing with stress in the workplace, one of the best things you can do for yourself is ensure you have adequate time away from the job, doing what makes you happy as this is a great stress reliever. But working overtime 3 nights a week cuts into that much needed rest, and over time can lead to more stress issues down the road. As much importance as we put on money, nothing should be more important than our health, physical or mental.

In the more recent years, we have started to recognize stress and mental health issues and they are being treated as they should be, medical conditions. We need to rid ourselves of the stigma that you should bottle it up inside and deal with it. If you or your coworkers are having any problems with these things, there is help available. Between your union and company there is always help available. Seek it out and remember, it's never too late to ask for help.

In Solidarity,
Chris and Kyle



Grievance Committee Report

Brian Onyschak, Chairman

Brothers and Sisters, We Need to Stay United!

As everyone knows, I have been at the bargaining table for the past month.

As of the writing of this article, you would have already been informed of the Special Membership Meeting, June 13th @ 3:45 and 6:30 at the Charles Bailey Theatre.

This is the time that we need your support 100%. I ask that you give us that mandate to go and get you a fair Collective Agreement.

On the grievance front, we received the results of the Lead South termination arbitration. Unfortunately we were not successful. We have discussed the results with legal and we will not be filing an appeal.

The grievance committee has been dealing with more issues involving members turning in members. This has to STOP! As Union Brothers and Sisters, we need to support each other. If you have an issue, deal with it between yourselves.

If, for whatever reason you can't, I ask that you give your Union a chance. Give us a call, we would be more than willing to assist you.

We are sending two Stewards to the Kimberly Summer School this month. They will be honing their grievance handling skills with Steelworker activists from Vancouver Island to Manitoba. Should be a great week of learning and networking.

We recently brought in a Lawyer who educated us on legal rights when representing our members who have been requested to take a drug or alcohol test. We can never be too prepared.

We will continue to educate our stewards by holding a Level I and II Shop Steward School this fall. Stay tuned.

This will be the last paper until the fall so here is wishing everyone a great summer. I hope you take time to vacation and relax with friends and family.

In solidarity,
Brian



Remember to think UNION when enjoying Summertime Activities! Here are some proud Union made products!

Labor 411

www.Labor411.org

The Definitive Beer Collection 2015

From crisp, golden ales to dark, frothy stouts the Labor 411 beer list has grown into a selection worthy of any connoisseur. Now with more than 200 selections, our updated directory features union-made brews for the host who's throwing a party or for the worker who just wants to pop the top on a cold one after a long day. For our complete list, check out Labor411.org

- | | | |
|-------------------|----------------------|--------------------------|
| Alexander Keith's | Icahoose | Milwaukee's Best |
| Bass | Iron City | Molson |
| Beck's | Keystone Light | Moosehead |
| Black Hawk | Killian's | Natural Light |
| Blue Moon | Kirin | O'Doul's (non-alcoholic) |
| Budweiser | Labatt Blue | Pabst Blue Ribbon |
| Bud Light | Land Shark Lager | Red Dog |
| Busch | Lazy Mutt | Red Tail |
| Butte Creek | Leffe Blond | Rolling Rock |
| Coors | Leinenkugel | Red Stripe |
| Coors Light | Lionshead | Sam Adams |
| Czechvar | Mendocino | Sharp's (non-alcoholic) |
| Dundee | Michelob | Schlitz |
| Duquesne | Michelob Ultra | Shock Top |
| Goose Island | Miller Genuine Draft | Steelhead |
| Henry Weinhard's | Miller Lite | Stegmaler |
| Hoegaarden | Miller High Life | Stella Artois |



Labor 411: Making it Easy to Support Good Jobs!

If you are unsure on any items be sure to check for that "Union Made" label!

For the Grill

- Ball Park franks
- Hebrew National franks
- Butterball burgers and franks
- Johnsonville brats and sausage
- Foster Farms fresh chicken
- Oscar Meyer or Boar's Head hot dogs
- Oroweat Buns

Purchase steak at your local Vons, Safeway, Kroger and more. Visit Labor411.org for a full list of union grocery stores.

The Heat

- Weber Q Series Grills

Munchies

- Lay's Potato Chips
- Chez-It
- Chez Mixes
- Doritos
- Oreos

Refreshments

- Coca Cola
- Pepsi
- Welch's juice
- Mountain Dew
- Barq's Rootbeer
- Minute Maid

Beer

- Budweiser /Bud Light
- Miller
- Pabst
- Shock Top
- Sam Adams

Top It

- French's Mustard
- Gulden's Mustard
- Heinz Ketchup



Labor 411

MAKING IT EASY TO BUY UNION

Tax-Free Saving

Did you know that if you are in the top tax bracket that almost 50 cents of every dollar your investments earn can wind up going to the government? This can affect your ability to fund your children's post-secondary education. Using a tax free savings account can be your solution. It is more attainable when 100% of your savings are going to your children's future.

Registered Education Savings Plans (RESP)

A Registered Education Savings Plan (RESP) can be the most tax-efficient way to save your children's education. You won't receive a tax deduction for contributing to an RESP but the income earned inside the plan will accumulate free of tax. The lifetime maximum contribution limit has been raised to \$50,000 and there is no annual contribution limit any longer. Under the Canada Education Savings Grant (CESG) program the government contributes \$20 dollars for every \$100 you contribute up to a maximum of \$500 a year. If your combined family income is below \$42,282 the CESG will put in \$40 for every \$100 you contribute and if it is between 45,285 and 90,563, the CESG will put in \$30 for every \$100 you contribute. The tax is payable by the student beneficiary only when the amounts are taken out of the plan and put towards post-secondary costs.

Investments for your children

If you decide to buy investments in your children's names, all interest and dividends earned on these amounts are attributed to you and taxed in your hands. These rules do not apply to capital gains. So if you buy mutual funds in your children's names or in trust for them, any capital gains will be taxed in their hands.

You want funds that will produce primarily capital gains.

You can also encourage your children to invest their own earnings. Offer to match their earnings. They can then spend this cash on whatever they want. In return they agree to invest their earnings in an account for post-secondary education savings.

Also, if your family is receiving the federal Child Tax Benefit, you could invest this in the name of the child or in trust for them.

Any income generated will be taxable in the child's name.

Contribution Strategies

Here are three strategies to help you save for your children's education:

1. **Start saving early.** The longer your funds are in the plan, the longer you benefit from tax-deferred compound growth.
2. **Make regular deposits to your RESP.** Plan your RESP contributions. There is no longer an annual maximum but the lifetime maximum contribution is \$50,000 per child.
3. **Take advantage of the grant.** The Canada Education Savings Grant (CESG) program, the government will add 20% to your annual contributions up to \$2,500 for a maximum grant of \$500 per year for each beneficiary or \$1,000 in CESG if there is unused grant room from previous years. (\$7,200 lifetime max) until the child turns 17. Low-income families may qualify for up to 40%.

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