

YOUNIOR

U N I O N

Local 480



Trail BC

June 2018

VOL. 46 No. 3

LOCAL 480, USW EXECUTIVE POSITION ELECTION

Due to changes in the by-laws, there is an Executive election for our **Benefits Coordinator** position.

If you are interested in this position, please apply in writing to either Brian or Jo-Lynne at the Local 480 Hall.

We will be accepting nominations up to, and including, the June 21st Executive meeting. You need to be nominated at the Executive meeting but need not be present.

Eligibility

The Steelworker Constitution states that: *"In order to be eligible for election as a Local Union Officer or Grievance Committee Member in any regular election or election to fill a vacancy, a member shall have attended at least one third (1/3) of the regular meetings held by the members Local Union during the twenty-four (24) month period immediately preceding the month in which the election is to be held."*

Issued by:

Local 480, USW

06 June 2018

LOCAL 480 MEMBERSHIP MEETING 3:45 P.M. THURS. June 21/2018

Agenda to include:

- ◆ Suspension of summer membership meetings
- ◆ Benefits Coordinator nominations

We are Online and Live!



www.facebook.com/usw480

You can also find us at: [uswlocal480](https://www.uswlocal480.com)—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! Items may be purchased at the hall.

All items are proudly union made!

Quote of the Day

The most important word in the language of the working class is **SOLIDARITY.**

Harry Bridges

July 28, 1901–March 30, 1990

Australian-born American union leader, International Longshore & Warehouse Union (ILWU)

 **unions4workers**

LIVE BETTER. WORK UNION

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President's Report

Brian Onyschak, President

Getting Established In New Role



It has been a busy couple of months since the election. The new officer's were sworn in at the May membership meeting. Everyone is now in their new positions and the changeover went smooth.

I took over as your President in January when Armindo retired, and in April was elected to the position for the next three years. I am looking forward to the challenge.

Going forward, I plan to work closely with Chris Walker, who will be monitoring the Contracting Out, as well as his Financial Secretary duties.

We have put the Company on notice that we will be monitoring the Contracting Out much closer and filing grievances where appropriate. You can expect to see Chris and I on the property following up on the notifications.

As you are aware, we also have a new Grievance Chair, Jesse Nicoll has taken over the position.

With my extensive background in the grievance department, I look forward to passing on the knowledge and skill I gained over the past 15 years as your Grievance Chair. Jesse is eager to learn and I am excited to be able to mentor and work

with him over the next three years.

One of my promises during the campaign was to provide more training for the executive and other union activists.

During the next few months I will be actively seeking input from the Executive as to what training they would like. Once that is established we will reach out to the District to arrange the training. We can never be too prepared.

After every election the District puts on a three day Top Officers training course. This course consists of an overview of the District by Director, Steve Hunt.

This is followed by two days of training. We break into two groups for these days. One group trains on our structure, duties, bylaws, constitution, meeting etiquette and strategic planning etc. the other group (Financial Sec., Treasurer's, and Trustees) learn all the different aspects of running the financial side of the Local.

The other commitment I made was to be more visible on the property. You can expect to see me touring the property on a regular basis. I will also be encouraging your other full time

officers to do the same. With so many new members on the property it is important that we get out and introduce ourselves. The membership should be able to put a face to a name and know who your representatives are. If you see us on the property, please introduce yourself and if you have any questions do not hesitate to ask.

A few months ago, all the Locals who represent Teck employees have committed to getting together on a regular basis to discuss common issues. This is something we were doing prior to negotiations. Now that collective bargaining is done for everyone, we will reestablish these meetings. I am hopeful that we can get these meetings up and running by September if not sooner.

One last item, our annual pensioner's picnic is scheduled for Thursday, June 28th. If you have some spare time and would like to volunteer please give me a call at the hall. Let's make this a great day for our area seniors.

In solidarity,
Brian



Grievance Committee Report

Jesse Nicoll, Chairman

Thank you for Your Support, Now to Continue with Business

Hello Brothers and Sisters,

I would like to start off by thanking the Membership for the support I received electing me to the position of Grievance Chair in the elections this past April. This is a great privilege and responsibility and I am thankful for the opportunity to serve the membership as Grievance Chair and advocate for our rights. I would also like to thank Ryan Johnson for his work as Grievance Chair and his support in my transition into this position.

The Grievance department has been dealing with variety of issues this past month. We filed a Policy grievance with the company regarding the contracting out of work from the equipment depot. The company has denied the grievance at stage three. This grievance will now be moving on to arbitration. Another contracting out issue we are dealing with is the contracting out of water blasting and vactor truck work; our position is that this is a violation of Arti-

cle 18.02 (iii) (a). The Union served the company an estoppel letter last round of bargaining to cease this practice. The company has continued with this practice and we are currently building a case and will be filing a policy grievance on this issue. The lift crew has also seen their work being contracted out. We have been collecting statements and facts and will be seeking answers from the company in the next contracting out committee meeting.

There have been a couple of drug and alcohol tests done recently. I have filed two grievances regarding one of the circumstances. I would like to remind the membership that the company's request to collect of your bodily fluids is the most severe invasion of your privacy rights and that it is **vital to have a steward present** to advise you of your rights and to make sure the company does not violate them.

I'm sad to say I attended two termination meetings since I

have been down at the hall. Both members were terminated within their 90 day probationary period.

I am also currently working on a couple of accommodation issues, reviewing grievances that are going to arbitration and updating our steward lists to see what business areas need support.

Mark Blackwell and I will be attending the United Steelworkers summer school in Kimberley. There is a new advanced arbitration course this year which I'm excited to attend. Ryan Johnson will be answering the phone while I'm away.

I wish everyone a happy summer, look forward to meeting more of you as time goes on.

In Solidarity,
Jesse Nicoll.

Benefits Co-ordinator Report

Jeff Schuepfer, Benefits Co-ordinator

Changes to Basic Sick Leave Forms



Pension statements were issued in May. These statements contain personal information, time of service, your eligible monthly pension and commuted value amount. **Make sure that all personal information is correct on the statement and you know who the beneficiary(s) are for your pension and Company life insurance policy.** If any corrections are necessary you must contact Gay Ganzini in the pay office at 250-364-4984. If you have any questions regarding your pension statement call the Union Hall at 250-368-9131 or email myself at benefits1@usw480.com

There have been some slight changes to our basic sick leave forms. On the Private Physicians form, three simple questions will be asked for your doctor to answer.

1. Has or will a claim be filed with WorkSafe BC?
2. Is the employee following a treatment plan?
3. Is the employee in receipt of medications that will impact on the employee's ability to work?

The third question was on the old forms but asked in a different way. All three questions will have a yes or no answer.

On the same Private Physicians form under Current Medical Status the question of anticipated return to work date has been removed as the doctor will provide information on your medical status from the unchanged questions. In addition, two simple changes to questions on the Physicians Supplementary Statement form will make easier for the physician to answer. This form is sent at a later date by Destini Ernst (formerly Knight) to your doctor for follow while you are on sick leave benefits. The Member Statement form has remained unchanged.

Basic sick leave forms will be available once our uswlocal480-unity is strength website has been updated, for now forms are available at the Union Hall and from Destini in the Trail Ops Building.

As per our Collective Agreement, on June 1st 2018 increases to our pension plan (\$1.50 to the base), wages (1.5%), and a carry forward balance to our Healthy Lifestyle Account occurred. Any unused credits remaining in

your Healy Lifestyle Account will be carried over to this benefit year's credits (\$300) which run June 1st 2018 – May 31st 2019. Remember that any carried forward credits from one benefit year to the next will be lost at the end of the second benefit year.

Members who are wondering why they have not seen their accounts loaded on the Sun Life website or claims not being processed under their Healthy Lifestyle account is because Sun Life will not know which member's account to reload until the first payroll run in June. Unfortunately June 13th is the end of the first run from June 1st. If you have made a purchase or purchases for your Healthy Lifestyle account from June 1st of this year, mail the receipt along with the form at the end of this month. Our member's accounts should be loaded by then and reimbursement for those purchases made up to the maximum eligible amount.

For all 480 and 9705 members, I am looking at running a seminar on RRSP's and TFSA's to be held at the Union Hall in this fall. John Merlo from Money Works/ Q Trade at Kootenay Savings Credit Union will

(Continued from page 5)

facilitate the seminar.

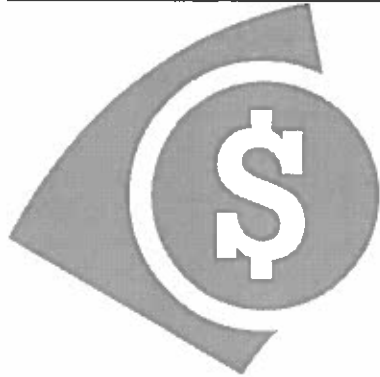
Members along with their partners who are interested on this topic please email me at bene-

fits1@usw480.com or call 250-368-9131.

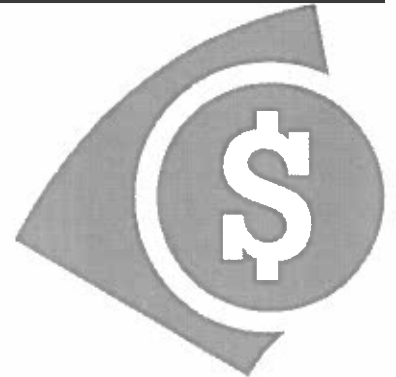
The next newspaper article will not be until September, so to all our members have a safe,

enjoyable summer.

In Solidarity,
Brother Schuepfer



Group RRSP's



HAVE YOU INCREASED YOUR GROUP RRSP CONTRIBUTION TO 4%? IF NOT, EMAIL (INCLUDE YOUR MAN NUMBER) TO GAY GANZINI AT gay.ganzini@teck.com TO LET HER KNOW YOU WANT TO MAKE THAT CHANGE.

UNDER OUR COLLECTIVE AGREEMENT THE COMPANY WILL CONTRIBUTE .20 CENTS FOR EACH DOLLAR ON 1%, 2%, 3% OR 4% OF THE EMPLOYEES BASE RATE EARNINGS.

EXAMPLE: IF YOUR BASIC SALARY IS SAY \$80,000 X 4% = \$3200. IF YOU CONTRIBUTE BI-WEEKLY AMOUNTS OF \$123.08 X 26 PAYMENTS = \$3200. THE COMPANY WILL CONTRIBUTE .20 x OF THE 4% (\$3200) = \$640 INTO YOUR RRSP ACCOUNT.

UNION REPRESENTATIVES FROM BOTH LOCALS, COMPANY REPS ALONG WITH FINANCIAL PLANNERS FROM KOOTENAY COLUMBIA FINANCIAL SERVICES AND GREAT WEST LIFE WILL MEET SOMETIME THIS FALL TO REVIEW THE FINANCIAL ASPECT OF OUR GROUP RRSP.



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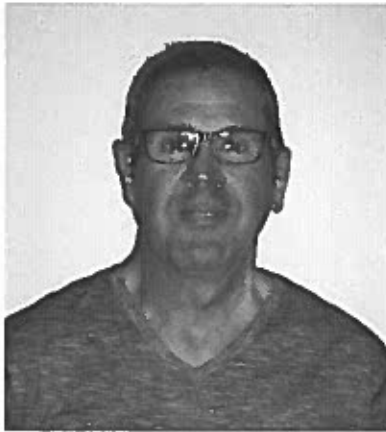
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Rick Lewis
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Health & Safety Committee

Steve Como, Safety Chairman

Help Young Workers Work Safely This Summer

Since this is the last Union newspaper going out until September, I would like to wish everyone a safe and enjoyable summer.

Last month the summer students started working on the property. Many of these students are sons, daughters, friends and neighbours, so we ask the Membership to look out for these young students, for most of these young workers it will be their time working in an industrial setting like ours.

Please introduce yourself to them, help them in any way you can and answer any ques-

tions they may have. This is a responsibility we should all take on with any new worker whether it be a summer student or a new start.

Statistics tell us that young new workers are the most at risk, age group (15 – 25 years of age) to suffer injuries at work. Since the green hand program was implemented at Trail Operations, we would like to think the program has helped for caring and mentoring the young new workers.

Here are some tips to support the summer students, as well as, new workers:

- Introduce yourself

- Answer any questions
- Mentor and ensure they are competent before letting them work alone
- Be approachable and respectful
- Remind them it is right to refuse unsafe work.

In solidarity,
Steve Como

2018 Pensioner's Picnic

On June 28th, Local 480 will be putting on its annual Pensioner's Picnic. This will be the 38th 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 friendships 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 cleanup at the end of the day. Approximately 500 of our Trail and surrounding area seniors show up for this event.

If you have any time on Thursday, June 28th, 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. Come out and enjoy a day of entertainment and a tasty roast beef dinner.

In solidarity,
Brian



Safety Co-ordinators

Kyle Jorgensen & Nylan LaFreniere

Summer is Here



After what seemed like a long spring this year, summer is finally here and so are summer temperatures. Year after year, we tend to see a bit of an increase in safety incidents over the summer.

We have many resources available whether they are Safety Reps, Vice Chairs, or the Safety Coordinators and Safety Chair. We are all available to assist in whatever way we can, and can also assist in steering any issues down the right path if

they require further expertise, such as hygiene monitoring, heat stress testing, or anything else. We encourage our Brothers and Sisters to look out for each other's safety and take extra precautions around this time to ensure we all get to enjoy our summers.

We will continue to work at this and tackle any safety issues that arise. Also, now is a good time to remind everyone that summer students have made their way through inductions and into the plants throughout the

property. While some may have industrial experience, there will also be some that may have little or zero industrial experience. We encourage our members to take the time to introduce themselves to these students and support them to make sure they are safe during their time here.

Have a great and safe summer!!

In Solidarity,
Kyle and Nylan

Know Your Agreement

Article 9.15

9.15 (i) No one shall carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment when he/she has reasonable cause to believe that to do so would create an undue hazard to the health or safety of anyone.

(ii) An employee who refuses to work is entitled to be reassigned alternate work with no loss of pay and to return to the job in question when it is determined safe to do so.

(iii) Prior to assigning other employee(s) to a job or task in dispute, such employee(s) will be apprised of the nature of the work refusal.

From the Soap Box

As many of you are aware, members of USW Local 5114 at Hecla's Lucky Friday mine in Mullan, Idaho, proudly supply lead and zinc concentrates to the smelter in Trail, B.C.

The members in Mullan have been on strike since March 13, 2017 as Hecla has **refused to negotiate in good faith**.

Local 5114 **stayed on the job without a contract** while negotiations proceeded for **eleven months** from April 2016 until the strike began.

After being on the picket line for more than 15 months, Hecla still insists that **major economic and non-economic concessions** from hourly workers are necessary to ensure the future of the mine.

Local 480 has helped out the Brothers & Sisters in Idaho both economically and morally. We have attended rallies in support and travelled to Idaho more than once to show them that Local 480 supports their struggle.

We are now asking you, the members of 480, to help out as well by contributing whatever you can to the GoFundMe account we've set up to help. If all of us pitched in as little as \$20, that could go a long way for the members at Lucky Friday.

<https://www.gofundme.com/luckyfridaystrikefund>

Lets' support Local 5114 in achieving a fair contract now!



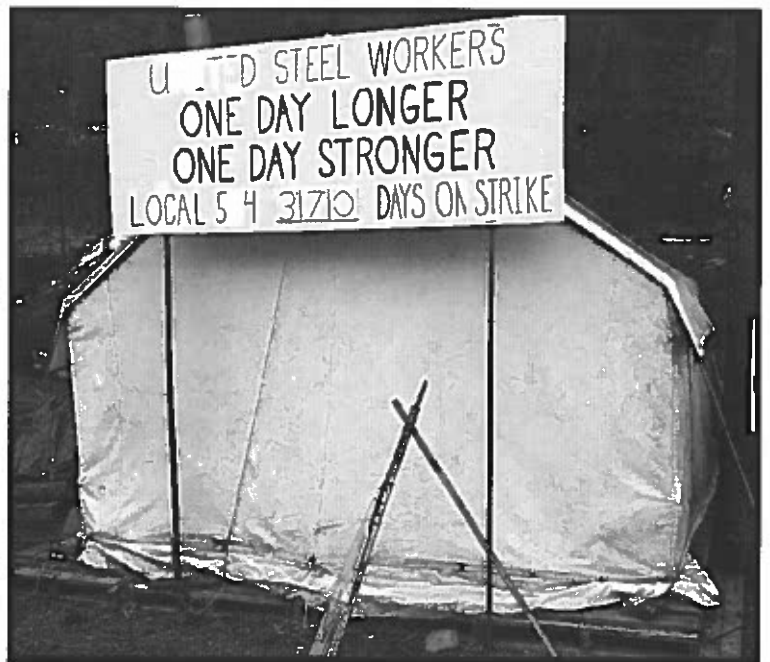
USW local 480 donated \$250.00 to the Kootenay South Metis Society in support for Indigenous Peoples Day. Pictured from left to right is Chris Walker (Local 480 Financial Secretary), Mark Carlson, and Norm Murdoch (Local 480 Treasurer)



USW Local 480 Members Steve Como and Norm Murdoch, retired President Armindo deMedeiros, Staff Rep Dean Lott and District 3 Representatives Brian Harder and Mary Catherine Breadner marshalling to walk the line in support of our brothers and sisters of USW Local 5114 at the Lucky Friday mine. They were joined by Steelworkers from California and Washington as well as members of the International Brotherhood of Electrical Workers, United Food & Commercial Workers, International Longshoremen & Warehousemen's Union members from Portland Oregon and Los Mineros (the Miners Union of Mexico). The march and rally was a strong show of support for members of USW Local 5114 who have been on strike since March 13, 2017. Stay strong brothers and sisters!



Retired Local 480 President Armindo deMedeiros getting ready to address the crowd while "Big Red" Redman from Local 5114 thanks the many supporters who came for the rally as well those that have supported the strikers and their families through a long difficult year on a strike that is nowhere near settled.



You know it has been a long cold winter on the picket line when your picket shack is a wall tent with a pallet and plywood floor and an airtight wood stove. When a striker was asked how much wood they have burned over the winter his answer was "I don't know, probably twenty or thirty cords at least, we just keep bringing it"

Support Our Local Communities Donate To The United Way Through Payroll Deduction



United Way
Trail and District
Change starts here.

June 14, 2018

As we celebrate our 90th Annual Campaign, we would like to say Congratulations to all of the employees of Teck Trail Operations past and present on assisting us with our work in helping to support much need programs in the Greater Trail Communities for the past 76 years through payroll deductions.

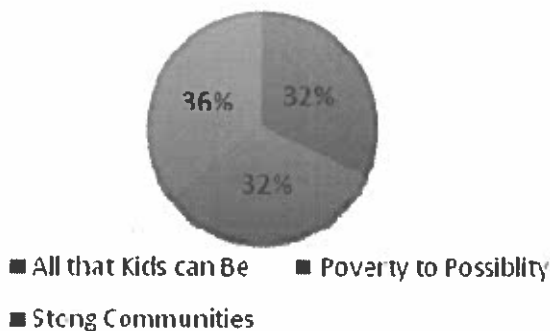
We are asking for your help again this year.

We have seen a steady decline in payroll deductions over the last couple of years in all sectors (business, corporate and individuals) and this has put our community investments, social change initiatives and capacity/community building activities at risk.

United Way is urging everyone to give what you can afford to give. As little as \$10 a pay period helps when done by many, it will make a huge difference. Many of us can afford \$10 to help deliver critically needed preventive services for those in need in our district. Many small contributions can make a big impact in changing lives.

It is the belief of our United Way that it is everyone’s responsibility to keep our community where we live, raise our families, work and play, healthy and strong. Your donations count, signup today for payroll deductions.

Allocations of Donation by Pillar



2018 Investment Recipients:

- Canadian Red Cross (Trail HELP)
- Community Inclusion Centre (CDS)
- Freedom Quest Youth Service
- Friends of Friends Clubhouse
- KB Dental Access Fund
- Rossland Firefighter Christmas Fund
- Scouts Camp Tweedsmuir
- WK Take A Hike Foundation
- United Church Food Bank
- WK Brain Injury