

# YOUR

U N I O N

**Local 480**

UNITED STEELWORKERS  
**USW**  
UNITY AND STRENGTH FOR WORKERS

**Trail, B. C.**

December 2018

VOL. 46 No. 6



**LOCAL 480**

**MEMBERSHIP MEETING**

**3:45 P.M. THURS. December 20/2018**

**Agenda to include:**

- ◆ Year end Update

# We are Online and Live!



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

You can also find us at: [USWLOCAL480.com](http://USWLOCAL480.com)

- Grievance Chair and Reps for your area
- Safety Chair, Coordinators and Reps for your area
- Benefits-Forms, Booklets and contact information
- Local 480 Merchandise- Items are proudly Union made
- Past and present newsletters

## YOUR UNION

### EDITORIAL STAFF

Brian Onyschak – President  
 Leigh Creegan – Editor  
 Norm Murdoch – 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

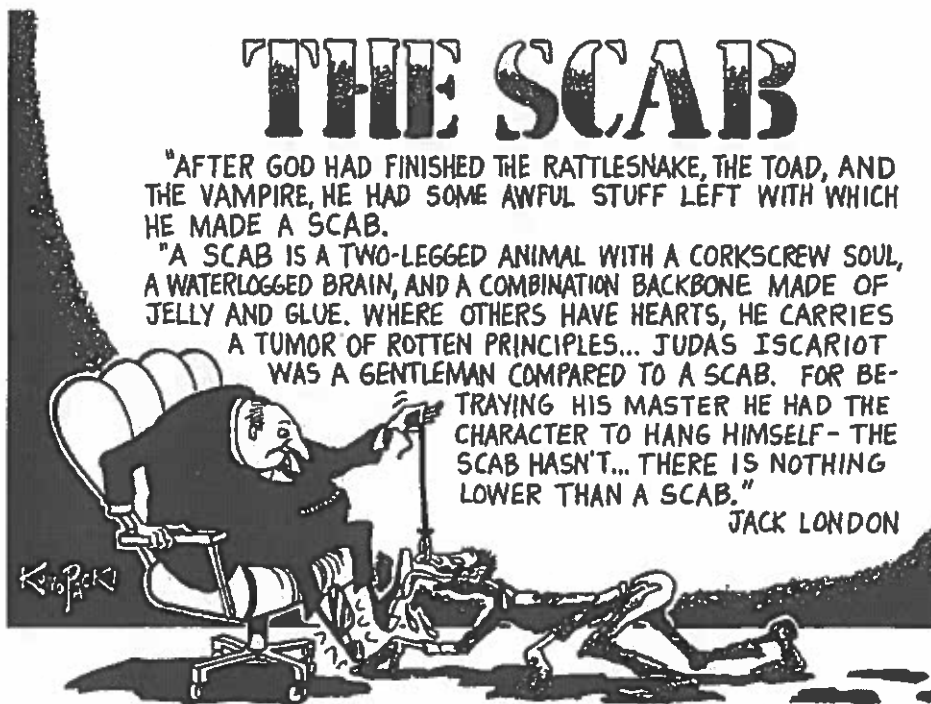
## Quote of the Day

### THE SCAB

"AFTER GOD HAD FINISHED THE RATTLESNAKE, THE TOAD, AND THE VAMPIRE, HE HAD SOME AWFUL STUFF LEFT WITH WHICH HE MADE A SCAB.

"A SCAB IS A TWO-LEGGED ANIMAL WITH A CORKSCREW SOUL, A WATERLOGGED BRAIN, AND A COMBINATION BACKBONE MADE OF JELLY AND GLUE. WHERE OTHERS HAVE HEARTS, HE CARRIES A TUMOR OF ROTTEN PRINCIPLES... JUDAS ISCARIOT WAS A GENTLEMAN COMPARED TO A SCAB. FOR BETRAYING HIS MASTER HE HAD THE CHARACTER TO HANG HIMSELF - THE SCAB HASN'T... THERE IS NOTHING LOWER THAN A SCAB."

JACK LONDON



### What's Inside:

|                        |        |
|------------------------|--------|
| Holiday Office Hours   | Page 3 |
| KBRH Donation          | Page 4 |
| Random Drug Policy Win | Page 8 |

# President's Report

Brian Onyschak, President



## 2018 Brought on New Faces, 2019 We Continue to Fight Forward

Merry Christmas everyone.

Where has 2018 gone? As I get older the years seem to be going by faster, 2018 was no exception. With the executive elections in April of this year we have quite a few new faces at your Union Hall and on the executive.

It is very encouraging to see younger members stepping up to the plate and getting involved. I am excited to be able to work with this new group and pass on the experience I have gained over the many years that I have been involved with our Union.

In 2019 as an executive I believe we need to focus on education and training to make sure that our newer executive

members have the necessary skills to provide you with the best representation possible. We need to develop a training plan that addresses those needs. I look forward to working with the executive and the District 3 Education department to put together a training plan that addresses these concerns.

I have also been busy working with our grievance department. Together, Jesse and myself, have been working with the other locals to develop a strategy on the Drug, Alcohol and Medication use policies that are in place at the different Teck locations. We have involved our legal department and with their assistance we are in the process of determining the best course of action.

Chris Walker, Jesse, and myself have also been busy putting together a plan to challenge some of the contracting out on the property. We have involved our legal department in this as well. We have approached the Company to see if there is any interest in doing a case study on certain aspects of contracting out and they have tentatively agreed. We will be meeting with the Company in the New Year to discuss the specifics of this.

As we move forward into 2019 I want to wish everyone a Merry Christmas and Healthy and Happy New Year. HO HO HO

In Solidarity  
Brian Onyschak

### LOCAL 480 HOLIDAY OFFICE HOURS

December 24<sup>th</sup> 7:00 – 1:00

December 25<sup>th</sup> CLOSED

December 26<sup>th</sup> CLOSED

December 31<sup>st</sup> 7:00 – 3:00

January 1<sup>st</sup> CLOSED

\*\*\*In case of emergency please call President  
Brian Onyschak @ (250) 231-3655\*\*\*



## Grievance Committee Report

Jesse Nicoll, Grievance Chairman

### If you Call in Be Detailed

Hello Brothers and Sisters,

I would like to start by wishing everyone a safe and happy holiday this December and a Happy New Year.

The Grievance Committee has been business as usual. There has been discipline handed out for safety violations as well as two AWOLs. One of the AWOL's is in the grievance procedure right now and the company has offered a settlement that the Grievance Committee will discuss when we meet later this month. I would like to ask our membership that when calling in to report that you will be absent for reasons other than being sick, please leave a detailed message if you can't get a hold of your supervisor. Let them know to call you if there is any issue. The best thing to do is to cover all the bases if you have a legiti-

mate reason that you cannot make it to work. This will help us if there is a disagreement after the fact and you are looking at getting disciplined.

The two policy grievances filed for forced vacation and seniority issues in Warfield have been denied at stage three. Both of these grievances will be discussed thoroughly at the next committee meeting and I will keep you posted on what we decide to do next.

We recently had an issue arise about some of our trades refusing to work overtime and the management in that area threatening to discipline. The issue was investigated and cooler heads prevailed. I think it was a good learning opportunity for both sides of the fence. A lack of manpower really seems to be the common denominator in a lot

of these situations and a great number of our membership put in a great amount of overtime as well as sacrificing our precious family time to keep this place running.

I will be putting out an updated Steward list soon.

Thank you to all who have stepped up to join our Grievance Department and I will be looking to put on a Steward course early in the new-year.

The operator development letters are almost finalized for the Sulphide and the Roaster/Acid areas. The Silver/Alloy plants will be meeting very soon to start that process.

In solidarity,  
Jesse Nicoll.

## Donations



Left to Right: Mike Mozak (President 9705), Brian Onyschak (President 480), Mayor Lisa Pasin, Chris Walker (Financial Secretary 480), and Dean Lott (USW Staff Rep) present a cheque of \$15,500.00 to the KBRH Health Foundation for the Emergency Department Campaign.

# Benefits Co-ordinator Report

Jeff Schuepfer, Benefits Co-ordinator

## Eligibility For Hearing Loss Claim

Brothers and sisters,

Another year is almost behind us bringing yet another year to look forward to. For some of our members, 2018 will be the last year they're employed with Teck Trail Operations as they have made a decision to retire. Congratulations to our brothers and sisters who have reached this milestone and look forward to moving on with another chapter in their lives.

### What constitutes my eligibility for a hearing loss claim?

Under WorkSafeBC (WCB) policies and the Act, here are the basics of what you need to know.

There are two bases on which compensation can be paid for hearing loss.

1. If the hearing loss is traumatic and work related. For example, an explosion a ruptured air line or steam line which causes immediate discomfort to your ear or both ears you must report to first aid, let your supervisor know call WorkSafeBC. (1-888-967-5377) and see your doctor.
2. If the hearing loss has developed gradually over time as a result of exposure to occupational noise.

The first steps to qualify for the gradual occupational hearing loss is:

- if your doctor or ear specialist determine you have a noise related hearing problem you will need to file an occupational hearing loss claim.
- fill out the application for hearing loss resulting from exposure to long term noise and a worker's authorization for release of personal information form. These forms are found on the WorkSafeBC website and or call myself at the Union Hall at 250-368-9131.

To adjudicate the claim (medical and hearing test results) will be forwarded to a registered audiologist at WorkSafeBC. The audiologist will give reasons as to why the claim should be accepted or not accepted. These reasons will be forwarded to a Hearing Claims Officer in the Disability Awards Department of WorkSafeBC and a decision letter of those reasons sent to the worker and or the worker's representative.

Under policy #31.20 it states in part, "a claim is accepta-



ble where, as a minimum, evidence is provided of continuous work exposure in B.C. for two years or more at eight hours per day at 85 dBA or more, and when evidence does not disclose any cause of hearing loss not related to work." Once that level is determined and if non occupational hearing loss is not found then, policy #31.40 applies and it states in part, "If a worker suffers a loss of hearing of non-traumatic origin but arising out of and in the course of employment that is greater loss than the minimum set out in Schedule D (hearing loss chart) compensation is paid."

In past articles, I have talked about how our members should have a professional hearing test done even though annual hearing tests are performed on the property. Members ask me why should they pay for a hearing test when hearing tests are performed annually by the Company at no cost. Yes, the Company pays for the testing by contracting out an Industrial Audiometric Business who will bring a mobile testing unit onto the property.

Just remember, no matter who does the testing and the audiometer used to test your hearing, all it has to do is meet WorkSafeBC standards. The technician performing the testing will explain your hearing results and if concerns might recommend

(continued on next page)

(Continued from page 5)

you see your doctor. It is up to your doctor or hearing specialist to recommend you file a hearing loss claim, not the technician !!! This is why having a professional hearing test is important.

If members are noticing changes in their hearing or notice a decline in their annual hearing results and believe a hearing loss is from occupational noise, a professional hearing test should be considered to have a better under-

standing if you qualify for a noise induced hearing loss claim. Contact your local hearing test professionals in your area to set up an appointment.

## Estate Seminar

The estate seminar that was to be held on Thursday, November 29th at 3:45pm and again at 6:00pm had to be cancelled due to lack of members signed up. We are now looking at re-scheduling the seminar to Monday, February 11<sup>th</sup>, 2019.

Times will remain the same, 3:45pm and again at 6pm. If you are interested, email myself at [benefits1@usw480.com](mailto:benefits1@usw480.com) or call me at the Union Hall 250-368-9131.

### Canada Pension Plan Enhancement

Changes to the Canada Pension Plan will be implemented starting in 2019. The changes will affect everyone who works in 2019 and contributes to the CPP.

- Currently, you contribute 4.95% of your pensionable earnings and your employer contributes 4.95% to the CPP.
- From 2019 to 2023, the contribution rate will gradually increase to reach 5.95% in 2023. This means that starting in January 2019, your contributions will increase and deductions taken from each pay cheque.

- Employers will pay the same increase in contributions as their employees.
- The enhancement will increase the CPP disability benefit and the CPP survivor's pension.

For more information go to the Canada Pension Plan enhancement website.

This is our last Union paper of 2018 and with that I want to wish all our members, along with their families, to have a safe, joyous holiday season. Merry Christmas and Happy New Year.

In Solidarity,  
Brother Schuepf.

## Donations

USW Local 480 donated \$2,000 to the Gordy Steep Memorial Sick Children's Fund to support families when they require travel to access medical care. KBRH Health Foundation Board Treasurer Carol Schlender (right) accepted this donation from USW Local 480 President Brian Onyschak (left) and Steve Como, Safety (centre).





## District 3

# USW Successful In Ending Teck's Random Testing Of Members, Wins Damages

December 5, 2018

The United Steelworkers has successfully resolved the long-standing random drug and alcohol testing issue at Teck Coal mines in southeastern British Columbia, winning a landmark decision that forced Teck to stop its testing program.

In December of 2012, the company ignored legal precedent and introduced a random drug and alcohol testing program. USW locals 9346 (Elkview), 7884 (Fording River) and 7284 (Coal Mountain) immediately challenged the program. With the assistance of the USW legal department, the USW won a landmark decision from Arbitrator Kinzie earlier this year that struck down the program, forcing Teck to immediately cease random testing. That award stated:

...the Employer was not justified in implementing random drug and alcohol testing at its operations in December, 2012 or any time up to the conclusion of the hearing. Such testing and its accompanying policies seriously intrude upon employee privacy rights and there is not a corresponding "general" problem in those workplaces with employees being under the influence of, or impaired by, drugs or alcohol sufficient enough to justify those serious intrusions into their rights. Consequently, the Employer's introduction of its new policies and random testing was not a reasonable exercise of its management rights in all the circumstances of this case.

Following the decision, Steelworkers sought to implement the award through discussions with Teck's corporate management, ultimately calling in mediator Vince Ready to help resolve outstanding issues. In the end, the parties agreed that Ready should issue a final and binding award. The union argued vigorously for damages and was successfully awarded three-quarters of a million dollars, including top-up of Short Term Disability for members who went on benefits because of the program, reinstatement and damages for a number of terminated members, and additional damages for members whose human rights were egregiously violated by the testing. While damages can never address the full impact on our members of the illegal testing program, this substantial award serves as a deterrent to Teck and other employers that want to ignore the rights their workforce.

This was a long, difficult fight for our union in the face of a company that was determined to implement random drug and alcohol testing at all costs and an initial arbitration award (from Arbitrator Taylor) that allowed the testing to continue while the grievance-arbitration process took place. But through the determination, unity and solidarity of our members, we achieved what we set-out to do: end Teck's random testing program and protect USW members from illegal testing.

This commitment and result is in stark contrast to the approach taken by Unifor at Suncor, where that union has recently abandoned its fight and agreed to allow the company to randomly testing its members. It is an important reminder of having a union that is 100% focused on fighting for you. That is, and will continue to be the purpose of the United Steelworkers.

For more information, please contact your local union or staff representative.



## Health & Safety Committee

Steve Como, Safety Chairman

### Holiday Time is Here, But Don't Get Distracted

Brothers and sisters,

I would like to wish the Membership of Local 480 a Merry Christmas and a Healthy and Happy New Year.

A special thank you to all our area Vice Chairs and Safety Reps. for all their work in their areas. It takes a team effort by everyone to make a safe worksite.

As a Safety Committee, will continue to work as hard as we can to continue to make improvements and to make sure everyone goes home safe and healthy every day.

In the past few weeks we have had a couple of serious incidents which could have resulted in serious injury or potential fatalities. As workers we must stop and not proceed until we feel it is safe to do so. I think it is very important to be called by our members when they feel something is not safe.

I know this can be emotional and maybe even stressful,

but it's a lot better than someone getting hurt. As a safety activist, this is my most favourite poem and coincides with not allowing any job to be done that is not safe. I usually put this poem in our paper once per year as a reminder.

#### I Chose to Look the Other Way

I could have saved a life that day,  
But I chose to look the other way.  
It wasn't that I didn't care,  
I had the time, and I was there.  
But I didn't want to seem the fool,  
Or argue over a safety rule.  
I knew he had done the job before,  
If I called it wrong, he might get sore.  
The chances didn't seem that bad,  
I've done the same, he knew I had.  
So I shook my head and walked on by,  
He knew the risks as well as I.  
He took that chance, I closed an eye,  
And with that act, I let him die.

I could have saved a life that day,  
But I chose to look the other way.  
Now every time I see his wife,  
I'll know I should have saved his life.  
That guilt is something I must bear,  
But it isn't something you need to share.  
If you see a risk, that others take,  
That puts their health or life at stake.  
The question asked, or things you say,  
Could help them live another day.  
If you see a risk and walk away,  
Then hope you never have to say,  
I could have saved a life that day  
But I chose to look the other way.  
Author unknown.

#### We can make a difference.

Again, may you all have a Safe and Healthy Holiday season.  
Steve Como





## Safety Co-ordinators

Kyle Jorgensen & Nylan LaFreniere

### Happy Holidays



First, as this is the final edition of Your Union for the year we would like to thank all the membership for another successful year and wish happy holidays to all. The year is not quite done however and winter poses some other hazards around the work place. After a snow fall, 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 slip, 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, especially with the winter season. Another area that we

tend to have trouble with is material and equipment being left out before a snowfall and then running into or over that equipment when it is covered. It is important to take the time before it snows to properly clean up high traffic and mobile equipment areas so as not to set traps when the snow comes.

Remember, there are many hazards outside of work this time of year as well. It's that time of year to ensure you have your windshield washing fluid topped up and a snow brush in your vehicle ready to go. Make sure your sidewalks and driveways are taken care of and keep an eye out for any large icicles forming around your house as they can become a real

problem. Even setting up Christmas lights can be quite dangerous, as there are multiple people, some that work at the hill, that have been quite hurt falling off roofs or ladders while hanging lights. Some of these injuries have been minor but some have been quite severe like broken bones, including vertebrae. When you do get the chance, while you are celebrating with all of the parties and family get-togethers make sure you have a safe ride home if you are enjoying some Christmas spirits. Enjoy your holidays and we will see you all in the New Year! Happy Holidays.

In Solidarity,  
Kyle and Nylan



# Kids Christmas Party



Santa dropped in to give a little something to the good girls and boys! Thank you for taking the time from your busy season to stop by and see the kids Santa!



Our chief hotdog chef Norm Murdoch waiting for his first batch of gourmet dogs to be cooked!



A big thank you to everyone who volunteered their time to make this wonderful event happen! A lot of hard work went into making this possible and it doesn't go unnoticed. Thank you to everyone who came to the event and we look forward to seeing you next year!

# Extended Care Dinner



The St. Michael's choir sang some wonderful songs for the dinner guests. Thank you very much for the fantastic performance!



The Trail Pipe Band shared their time with everyone filling the gym with their Highland holiday cheer! They also supplied the music for the Highland dancers. The ladies put on a great performance and was enjoyed by all.



The guests enjoyed a wonderful evening which was capped off by a visit from Santa and a tin of cookies! Thank you to everyone who volunteered their time to make this feel good event happen. See you all next year!

### United Way of Trail & District – Celebrating 90 years!

A young man named Pete Lauriente (painter at CM&S) was involved in setting up Cominco's matching donations program for employee contributions that began in 1942.

We are very appreciative of everyone that has help support our communities over these many years, and look forward to your continued support. By joining the workplace campaign, you are helping to make a lasting impact in our communities.

**If 25 people give \$20 per month - \$6,000 annually, enough to fund an entire program that may:**

- ✚ Provide hampers to families during the holidays.
- ✚ Provide programs to help young families.
- ✚ Provide work & social opportunities for people with disabilities and or mental illness.
- ✚ Allow access to programming for everyone, both young and old.

United Way is asking for your help to raise urgently need dollars for the community. This year's United Way community fundraising campaign is facing a shortfall. Donations have been declining for a number of years in all sectors (business, corporate and individuals) and this puts our community investments, social change initiatives and capacity/community building activities at risk for the next year. Donations make the difference in changing many lives in our communities by helping to prevent social problems before they become a crisis.

### What Your Donation Looks Like?

**"More than just getting kids outside, it's about getting back on track."**

Life was rough. I felt scared to go to school. I was picked on because I was poor and didn't learn as quickly as others. I started using drugs to escape and stopped going to school because I was bullied, physically and emotionally. I became angry at everything, with suicidal thoughts. Life had no meaning. When I joined *Take a Hike* it didn't take me long to figure out that this program was about more than just getting kids outside. For me, it was about getting back on track. Without the support from my friends and TAH, I would not be the confident girl I am today. I would still be sitting at home in a dark room, playing video games, and hating the world. My future looks brighter than I ever imagined a year ago.

— Decca, Student @WKTakeAHike

## Payroll Deduction/Teck Metals Trail Operations

|                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Name: _____</p> <p>Address: _____</p> <p>City/Pro: _____</p> <p>Postal Code: _____</p> <p>Phone: _____</p> <p>Employee No: _____</p> <p>Employer: _____</p> | <p>I authorize pay roll deductions through my employer as per the terms below:</p> <ul style="list-style-type: none"> <li>• Commencing the month of: _____</li> <li>• An amount of \$ _____ once a month.</li> <li>• To be contributed to the following:           <ul style="list-style-type: none"> <li>___ United Way of Trail &amp; District 855 Farwell St. Trail, BC V1R 3T9</li> <li>___ Fruitvale Community Chest Box 164 Fruitvale, BC V0G 1L0</li> <li>___ Community Foundation of Castlegar &amp; District Box 3725 Castlegar, BC V1N 3W4</li> </ul> </li> </ul> <p><b>Return to : Human Resources/Pay Office Trail Operation Bldg.</b><br/>Registered Canadian Charitable Organization No. 119278471RR0001</p> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|