



## USW LOCAL 9346 Your monthly news & updates

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### Upcoming Events

**General Membership Meeting** - The meeting scheduled for Tuesday, December 21 has been cancelled. Our next scheduled meeting will be Tuesday, January 18, 2022 at 5:30pm via Zoom. If you are interested in participating please email [admin@usw9346.ca](mailto:admin@usw9346.ca) with your name, email, and badge number by Thursday, January 13 to receive an invite for this meeting.



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### Welcome New Shop Stewards and Safety Reps

Thank you and Congratulations to all the new Shop Stewards and Safety Reps that have stepped forward to service our membership. New Reps are as follows:

**Safety Reps** - Dave Puszkar - A Crew Plant; Scott Davis - B Crew Maint; Shanna Laflamme and Chelsey Guzzi - D Crew Ops

**Shop Stewards** - Geno Pagliaro - A/B Maint; Kim Francoeur - A Crew Maint; Ryan Andres and Cliff James - D Crew Maint; Nathan Edwards and Evan Grolla - A Crew Ops; Les Layden and Chad Wiebe - B Crew Ops; Sandra Peterson and Peter Waugh - C Crew Ops; Shanna Laflamme - D Crew Ops



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### Retiree's

Congratulations to all of our recent retiree's.

Please [click here](#) to view them. For those who have retired

and have not stopped in to get your coat, please contact Sarah at the Union Hall in the New Year.



## Messages from Your Local Union Executive

### President's Message

Brothers and Sisters,

#### To Smoke or Not to Smoke

We have had some members recently fail the swab test. This is mostly due to our members being told that the swab detection time for THC is up to 24 hrs after last usage. The manufacturer of the swab test states that detection time can be up to 48 hrs after last usage. Some of these failed tests also seem to be from people who have chosen to partake while on their split. To me this makes absolutely no sense. If you get off the hill and down to the parking lot at 8:30pm and return to work for your first night shift you're in the dry ready to go at 7:30pm. That's only 23 hrs. If you factor in travel time and get home at - let's say - an hour later, you are now at the 22 hour mark. That's less than 24 hrs and way less than 48 hrs.

According to the Company's Drug and Alcohol Policy, if you are above the 2ng limit on the swab test, you will be terminated. Once terminated the only way to get your job back is to have a drug and alcohol assessment done - that costs at least \$1000. If the assessment comes back saying you need treatment those costs can range from \$9000-\$15000. Once you have completed treatment, you will then have to go to unannounced testing for about 6 months before the Company will consider you for re-employment. Once re-hired you will have to enter into a monitoring agreement with the Company for usually 24 months where they will randomly test you during your working days and on your days off at their discretion. So the Union is recommending that everyone abstain from the use of products that contain THC for at least 48hrs before you return to work.

#### Contracting Out

Let's talk Contractors for a minute and see if we can put some of the rumours to bed.

Yes we will have contractors in the pit - 2 Dozers and 2 Graders. They will be confined to BR6 and they will be running their own equipment not ours.

The 2 Dozers will be on the dump only and the 2 Graders will be taking care of the roads in that pit only. The Company has already spoken to the Union about this. The contractors are needed while the Company does a training blitz. Without the contractors - the Company states that training will come to a halt which will greatly affect our members.

**Article 22** - of the CBA states that as long as our members are not being laid off, demoted, or terminated, the Company has the right to use Contractors.

If you hear of these Contractors mentioned above, being moved into different areas of the mine or doing anything other than dumping trucks on the dump and grading the roads in BR6, please contact your shop steward immediately so they can inform us here at the Hall.

#### Bargaining Update

After we ratified our new CBA on July 20, 2021 - the Company took the position that the only thing that was retro was the wages. We felt that everything should be contract date to contract date. We asked our Mediator, Vince Ready, to rule on this.

Vince Ready agreed that our RRSP's and the wage for the Hoe Operator should be paid retro back to November 1 but paramedicals (eg. Chiro and massage) and the raise in the Long Term Disability rate are payable upon ratification. Mediator Ready stated that the Company showed that in the past that paramedicals and LTD raises have always been paid upon ratification.

RRSP 8% - retro to Nov 1 - we will be getting an additional 1% into RRSP's based on wages from November 1, 2020 to July 20, 2021.

Hoe Operator wage rate – paid retro to Nov 1, 2020

Paramedicals – increases from \$35 to \$50 effective July 20, 2021

LTD – increase from \$1600 to \$1700/month effective July 20, 2021

As always, I can be reached by email [scottl@usw9346.ca](mailto:scottl@usw9346.ca) or on my cell at 250-425-4147 anytime if you have any questions or concerns.

Scott Liddle  
President  
USW Local 9346

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## Safety Chair's Message

### ICAM

We have all heard the word tossed around at Safety Meetings or after a bad incident, some of us have even been asked to participate in the ICAM process. But for those of you who have never been involved, the question remains, “What the heck is an ICAM??”

There is a misconception that this is some sort of disciplinary proceeding designed to “hang” our members. This couldn't be further from the truth. ICAM is an acronym (because we just seem to love acronyms these day) for Incident Cause and Analysis Method. In simple terms, it is a deep dive into the underlying policies, procedures, management of change, and timeline leading up to an event. A focus group is assembled of people from different areas; some knowledgeable in the work or area involved in the incident, and some from other areas. This allows for a rounded, more unbiased group with a broader range of experiences to dissect the information available. Anyone who has been involved can tell you that this process goes far beyond “who dunnit” and more often exposes a process or procedure that needs to be fixed, updated, or scrapped completely.

The ICAM process has been adopted, not only by Teck, but by many other heavy industries, including aviation, construction, manufacturing, and others. It has allowed these industries to establish a more comprehensive analysis of an incident in the hopes of rectifying any underlying factors that could allow for the incident to occur again.

### The Elephant in the Pandemic Room

It's no secret that drug use and deaths related to toxicity and overdoses has risen significantly. The COVID-19 pandemic has led to more people feeling isolated and alone, some unable to access necessary resources, which has contributed to this underlying pandemic of sorts. But in this darkness, a new light has been illuminated for those struggling with addictions. 24/7 access to support and friendship. 24/7 access to people struggling and feeling alone and ready to support others and receive support for themselves. 24/7 access to a community. It might not be face to face but being able to log in at a moments notice, when you need support and friendship NOW, not later, is a huge asset when you're struggling. It was described to me as going from feeling so alone to feeling loved and accepted and knowing that your struggles resonate with those you talk to online. You are free from judgement. Free to log on when you need to most. People from all over the world are logged on helping each other navigate through their struggles with addictions and triggers. If you are struggling, or know someone who is struggling, it's as easy as logging on to get support. I have included the link and I also have it available via

text or email for anyone interested.  
250-603-9555 or [juliam@usw9346.ca](mailto:juliam@usw9346.ca)

<https://us02web.zoom.us/j/4949655895?pwd=bSswbE1rVyt4SUU2N0dvVHN5cmdzZz09>

Be safe out there everyone!!

Julia McKay OH&SC Chair  
[juliam@usw9346.ca](mailto:juliam@usw9346.ca)  
**250-603-9555**

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