



USW LOCAL 9346 Your monthly news & updates

Welcome to our NEW newsletter format. If you are not receiving these by email please call the Union Hall at 250-425-0131 or email admin@usw9346.ca to get on the list. If you wish to unsubscribe, please do so using the unsubscribe link at the bottom of this email. Please note that if you unsubscribe, you will not receive any emails from USW Local 9346 in the future, unless you call us to re-subscribe.

PLEASE TAKE A MINUTE TO VIEW OUR NEWLY UPDATED WEBSITE.
Find out who your shop steward or safety rep is. View our CBA. Print off Sunlife forms. View older newsletters and when the time comes...bargaining updates...and more.

Visit our Website

Upcoming Events

General Membership Meeting - Tuesday, January 21, 2020 at 5:30pm at the Union Hall. Bargaining Committee Nominations Open. They will close at the General Membership Meeting of February 18, 2020 at 5:30pm

Safety Rep Meeting - January 28, 2020 at 4:30pm at the Hall

Shop Steward Meeting - February 11, 2020 at 4:30pm at the Hall

Women of Steel Meeting - March 31, 2020 at 4:30pm at the Hall



Copies and Faxing

When you have to send away receipts for anything...for example, Sunlife reimbursements, Health and Wellness, etc., make sure you make copies of them. Once in a while these submissions get lost in the mail and without copies, it becomes problematic to make a claim.

You can come to the Union Hall during office hours to make copies, send faxes, etc. at no charge.

Messages from Your Local Union Executive

President's Message

In the past few months we have been seeing more and more issues with our Leadhands. Article 19 of the CBA reads as follows:

**ARTICLE 19
LEADHANDS**

19.01 Leadhands will assign work as directed by a salaried employee and co-ordinate this work among the crew members. This is a job in which the employee under the direction of a salaried staff member has the combined responsibility of directing the work of a group of employees on

other hourly rated production and maintenance jobs and performing some of the same work as that of the group directed unless such work includes operating pit production equipment. The direction generally consists of activities such as required to:

- i) Plan work to be performed by the group;*
- ii) Determine "on-the-job" working procedure in the case of repair and maintenance work;*
- iii) Arrange for necessary tools, supplies and facilities;*
- iv) Assign and instruct members of the group; and*
- v) Inspect, co-ordinate and record the work performed by the group.*

In recognition of the fact that Leadhands are required to work additional time prior to and after shift start for turnover meetings etc. Leadhands will be paid a premium of three dollars (\$3.00) per hour over the highest classification directed for all hours worked, during the period that the employee is acting as a Leadhand. This premium will not apply to any hours spent for pre-shift or post shift activities.

19.02 (a) The assignment of a Leadhand to a crew will not impact the number of employees eligible to be off on such crew for any approved leave provided for in the Collective Agreement.

(b) The selection of Leadhands for the purposes of assignments to various crews will be limited to properly trained and qualified employee(s) which have been designated by the Company as Leadhands prior to the assignment.

19.03 Vacancies for Leadhand positions will not be posted. Those wishing consideration may apply to the Human Resources Department at any time, on the appropriate form.

Just to be clear, Leadhands are still dues paying members of the Union, but they are limited to what they are able to do.

Article 19.02 (b) clearly states that the selection of Leadhands will be limited to properly trained and qualified employees. Obviously the Company chooses to ignore this section of the CBA as most of our Leadhand's, especially in Operations, have about 6 months experience running a haul truck and that's about it. Now they are put in charge of employees with 10 to 25 years experience in actual mining.

So when HR asks why is there so much tension between the hourly employees and Supervisors/Leadhands, the answer seems fairly simple. The Company is placing unqualified and untrained persons in charge of your day to day safety.

Now I'm not saying all Leadhands are like this, nor am I punching Leadhands in the face here. But the lack of experience is a direct cause to most of the lack of respect given to Leadhands. Not because they are a terrible person, but because they are telling us to do a job or put us in a position that might be dangerous simply because they do not understand the job or because they have never done it before themselves.

There have been enough issues now that this is something that will be brought up at the Bargaining Table this year. We need to address the issue of the Company cherry picking certain individuals when they should really be looking at actual mining experience.

It is time to start thinking about the future as November 1, 2020 is not that far off.

As most are aware, our contract expires October 31, 2020. At our General Membership meeting on Tuesday, January 21, 2020 - nominations will open for the Bargaining Committee and close at the next General Membership meeting on February 18, 2020 at 5:30pm. You must be nominated and accept the nomination on the appropriate form and handed in no later than the February Meeting. Call the hall if you have questions.

Once Nominations close, we will determine if there needs to be an election. If so that will be held in March. Once your Bargaining Committee has been formed we will get started on Survey's for you. These Survey's are important to fill out as it is your way of expressing what is important to you in the workplace. Our proposals are largely formulated based on what is received back from these surveys. We can't bargain for something we don't know about.

As always my cell number is 250-425-4147, and I encourage you to call me with any issue you may be facing. You can also email me @ scottl@usw9346.ca

-Scott Liddle

Grievance/WCB Message

With bargaining right around the corner, we are starting to get some members coming into the hall with suggestions on language that we need to modify or add to the Collective Bargaining Agreement. I would encourage anyone that has an idea on changes that could be made to the CBA or language that they feel is out of date to come in and let us know. While we may be looking at the CBA every day, a fresh set of eyes can always be useful in finding issues that we may have missed. Your Bargaining Committee is going to be formed over the next couple of months depending on if we have to hold elections for positions in the various departments. If you are considering putting your name forward, or not sure what the bargaining committee entails I would invite you to come down to the hall and have a chat with Scott or myself as we have both served on bargaining committees in the past. We can inform you on what being a committee member entails and what is expected from you when you are on the committee. It certainly isn't for everyone, and it can be stressful at times. At the end of the day we are all Coal miners that are sitting down at the table with the Company to bargain towards a fair contract for all workers up at the mine site.

On the mine site the Company is continuing in their efforts to Automate the Haul Truck fleet. As presented by the Company there will be opportunities for members to up skill and there are a variety of ways in which they will be able to do so. One of the big ways for our workers to up skill will land in the way of a bunch of upcoming apprenticeships. Elkview is in a unique situation, our apprentice levels are lower than the other sites in the valley which will allow the Company to bring on more apprentices. This will be most prevalent in the Industrial Electrician, and Heavy-Duty Mechanic fields with a few of the other trades mixed in as well. As a Journeyman Millwright myself I can understand many people's concerns about the initial pay cut a member has to take to become an Apprentice 1. I can assure you that getting an apprenticeship with a Company like Teck pays better than most small outfits. I can remember the days of being in class with other Millwrights that were on EI and struggling to get by. I would advise anyone out there reading this to take advantage of the pre-apprenticeship materials and tutoring that are now available to all EVO employees keen on writing the trades test to be considered for upcoming apprenticeships. This information is available at the College of the Rockies Fernie Campus. If you have already written the test, I would advise touching base with the Apprenticeship Department and ensuring your test is still valid. Article 18 (pg. 61) of the CBA outlines how the apprenticeship program works. You can also find out more information about specific trades and their recommended schooling levels on the ITA website.

Speaking for myself I have no regrets about getting into the trades and despite the work being dirty and the weather being less than ideal sometimes, I love being a Millwright and I have worked with a number of fantastic tradespeople in my career thus far. I would start thinking about the ways you can up skill now. When Coal Mountain was shutting down, we had a number of people including myself that didn't believe the mine was ever going to change or shut down. I was told CMO had a 5-year mine life when I started in 2010. Turns out it was closer to 10 years. Many people didn't take advantage of the initial transfer/training opportunities early on, a number of them regretted that in the end. Mining is changing all around the world and the Automation of jobs is not going to go anywhere, we may see it delayed but at the end of the day the technology will get to a point where it will work. Your Union will fight to ensure we are not left behind in the dust and protect as many jobs as we can. That being said we need people to really start to think about what they want to do when the Haul Trucks no longer require a full-time operator. I am always available Mon-Fri at the Union hall if you want to come in and ask about the CBA language, apprenticeships, WorksafeBC paperwork, Sunlife paperwork, or whatever else you may have on your mind.

As always my cell number is 250-430-7621, and I encourage you to call me with any issue you may be facing. You can also email me @ nickh@usw9346.ca

-Nick