



## USW LOCAL 9346 Your monthly news & updates

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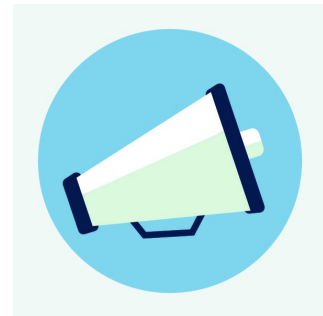
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**SUNLIFE COVID-19 FORMS** are on the homepage of our website for you to download if needed.

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### Upcoming Events

**General Membership Meeting** - Tuesday, August 18, 2020 at 5:30pm at the Union Hall and via Zoom.



### USW Anti-Harassment Policy

In these times, especially with all the protests going on in the world and the BLM movement, we thought it prudent to remind our membership of our USW Anti-Harassment Policy - otherwise known as the "yellow sheet".

With all the stressors in the world lately, it is important to be kind to one another.

Please click the link below to view the Policy.

[USW Anti-Harassment Policy](#)

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**USW 9346 Scholarship**

Congratulations to Bob Gopal's daughter - Akhilaa Gopal from Sparwood Secondary School who is this year's winner of our \$1000 scholarship. Best of luck to you Akhilaa in all your future endeavours.



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### News Release - from USW District 3

On June 10, 2020 USW Local Unions that represent workers at 5 separate Teck sites in BC met virtually with our USW District 3 Director - Stephen Hunt, to discuss how we build solidarity to support each other and deliver for our members.



Read the full release [here...](#)

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### Bargaining Survey YETI Cooler Winner

The Bargaining Committee met on July 17, 2020 to go over the surveys that you filled out. Everyone who completed a survey was entered into a draw for a YETI cooler.



The winner of the cooler was TJ Barlow - C/D Crew Electrician. Congrats TJ!!

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## Messages from Your Local Union Executive

### President's Message

With the first round of shutdown's over the Union has had to file multiple Grievances over contractors being onsite doing hourly work at the Plant while you sat at home not getting paid.

So far we have seen McKay Contracting on site running Loaders and hauling coal to the reclaim piles at the plant. The Union has been told that our members are not trained on their triple 7 trucks and that our members would not run them because they do not have working AC in them. McKay Contracting has also helped themselves to our Road Crew Dozer on a few occasions.

We have had multiple Millwrights from FabRite working in the plant during the shutdowns. The Company is stating that our hourly millwrights are not signing up for OT on the overtime list. Surprisingly enough when some of our members at the plant went to look for the sign up sheet for maintenance one could not be found. BearsPaw employees were found at the plant on hoses washing it down once again.

The Union seems to encounter this every time there is a shut down and this is mostly due to our antiquated contracting out language which in short states the company only has to notify us if a contractor is going to be onsite. This needs to change! Our members should be doing this work all the time and contractors should only be being used in emergency situations.

In these cost cutting times it would be nice to know how much the company is paying to have these contractors do your work versus the cost of hourly employees doing it. I can only assume that there are no time and cost savings having contractors do your work.

With the Second Autonomous Pit in its design phase we need to be looking forward to who will be doing those jobs. The Company feels that the Autonomous Pits should be being run by staff only. We need to keep these jobs Unionized or in the near future there will be no need for hourly workers in any of the pits.

Its time for everyone to start looking towards their future here in the Valley, the clock is ticking our Contract is almost up and there are contractors and staff doing your jobs on a daily basis.

I am asking every member to think about their jobs and how far they are will to go to keep them .

Scott Liddle  
President  
USW Local 9346

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## Safety Message

Although I have heard a great many opinions about the origin of COVID-19, potential media hype, allegations of fudging of the numbers, and a host of other theories surrounding the virus ranging from bizarre to probable – what we know as fact is that the virus is real, it is contagious, it may show no symptoms, or it may damage otherwise healthy respiratory tracts and other organs, or potential kill you – however remote a chance. Because of these facts, along with the recent spike in confirmed cases in various parts of the world, I have recommended to the company (and they agree) that we should continue on with the protocols until further notice. As annoying as some of these things are, and with the knowledge that individual protocols are not perfect solutions on their own, the best course of action is to continue on with the layered risk mitigation approach. These protocols are designed to help prevent a community outbreak from affecting workers individual health on site as well as protecting our paycheques.

Regardless of the COVID-19 scenario the process of mining continues as do other threats to the health and safety of the workforce. Currently there is a focus group regarding blast issues for lining and loading wet holes to avoid snapping of downlines. There is an investigation into Automated Haulage Systems to determine the best way to protect mobile assets without Field Computers in the Autonomous Operating Zone from negative interactions with Autonomous Trucks. The Ministry will be touring the Erikson dump failure area. Several ICAMS are completed and we are awaiting the final results. In short things are still happening out there that need attention. Do not assume that I will know about something just because a supervisor does. We are not having regular safety meetings because of COVID restrictions. I have requested notes from the multiple safety meetings being held in Maintenance/Plant with the notes from supervisors about concerns in Operations being brought forward after the safety meetings being held on channel one. To date I have not received a single document in this regard from the company, since COVID began nor pre COVID for over a year. This breakdown of the feedback loop from the front lines of production has prompted the creation or a Member direct USW9346 Health and Safety smart phone application.

The new USW9346 Health and Safety App is nearing completion and will be launched soon. It will be simple to use from your smart phone and allow a direct connection to the USW9346 OH&S Chair, along with site and department specific reps. Can't find your rep onsite that shift? Use the app to notify the right folks to get some action. This isn't to say you shouldn't communicate with your supervisor if they are effective in addressing concerns. But if communicating with supervision does not produce reasonable/actionable results then use the app to quickly elevate your concerns to all levels of union representation to connect immediately with the appropriate level of management, or if necessary the Ministry. In this way we can leverage our strength to deal with common threats to our Health and Safety.

Safety is Ours!

Alex Hanson  
H&S Safety Chair  
USW Local 9346

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## Grievance/WCB Message

Recent developments with our arbitration regarding medical absence forms has resolved in favour of the Union. The former form, given to our members when going off of work due to medical reasons, allowed for inappropriate access to employees' medical records and authorized the company to directly contact member's doctors without their knowledge. This wasn't in keeping with privacy laws. The new form disallows these previous options that were implied in the document and gives us back our right to medical privacy. The Medical Information Release form is now the Medical Absence form and the biggest gains are in Section A. View the new form [here](#).

Grievance meetings are slowly being scheduled with unfortunate delays due to COVID-19 and shutdowns. We hope the employer gets back up to speed in the near future so we can address our backlog of grievances.

We are currently working on a road closure policy arbitration that resulted from the employers road closure memo and SP&P. The union has submitted our case to the arbitrator and we await dates for addressing the grievances

Troy Cook  
Grievance/WCB Chair  
USW Local 9346