



USW LOCAL 9346 Your monthly news & updates

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Upcoming Events

General Membership Meeting - Our next scheduled meeting is on Tuesday, May 21, 2024 at 5:30pm at the Union Hall located at 111 Centennial Square, Sparwood. If you can't make it in person and want to participate in this meeting virtually, please email admin@usw9346.ca to get a link.

Shop Steward Meeting - May 28, 2024, 2023 at 4:30pm at the Union Hall

Safety Rep Meeting - June 27, 2024 at 4:30pm at the Union Hall

Women of Steel Meeting - Coming in late August. Date yet to be determined.



Executive Committee for the 2024 - 2027 Term

The United Steelworkers International Constitution lays out that Local Union's must elect an Executive Committee every three years.

The following form your next Executive Committee for the 2024 - 2027 term all filled by Acclamation:

Scott Liddle - President
Julia McKay - Vice President
Dave Puszkar - Recording Secretary/Grievance Chair
Jim Campbell - Financial Secretary
Jen Riley - Treasurer/ WOS Co-Chair
Tina Larsen - Trustee
Matt Philips - Trustee
Ray Banga Jr. - Trustee
Chrystal Wentzell - Guide
Scott Davis - Inside Guard
Don Caldwell - Outside Guard
Frank Roesger - Health and Safety Chair



Women of Steel - Bus Stop BBQ's Coming in June

The Women of Steel will be hosting Bus Stop BBQ's in June in the main EVO parking lot. We will be selling burgers, chips, pop, and water to raise money for our Annual Back To School Backpacks Campaign. This campaign gives backpacks with all the needed school supplies to kids in need in Sparwood, Fernie, Elkford, and the Crowsnest Pass.

BBQ schedule will be as follows:

June 17 - from 6:00pm to 8:45pm ish (once the last bus is down and everyone has gotten their food; or we sell out)

June 19 - from 4:00pm to 8:45pm ish - Note Early time for Staff....

June 21 - from 6:00pm to 8:45pm ish

June 23 - from 6:00pm to 8:45pm ish

Please keep an eye out for posters with more details coming shortly. Everyone is welcome to attend these BBQ's including Staff and Contractors. We thank everyone for their support.



Union Assistance Plan - Beneficiary Cards

The Union Assistance Plan is a program run out of our United Steelworkers District 3. If you belong to this program, a benefit of \$2500 is paid out to your beneficiary immediately upon your death. If you see \$0.70 coming off your paycheck once a month called Union Dues USW Assist Vol. then you belong to this program. (If you do not belong and want to sign up, please come see Sarah at the Union Hall.) You will have also signed a yellow beneficiary card and we keep these at the Union Hall.

A lot of our members forget about this benefit and forget to keep their beneficiary cards current. We can only pay out to the beneficiary listed on your beneficiary card. If your life situations change over the years, please make sure you are also coming in to the Union Hall to update your beneficiary cards.



Scholarships Available - Students of Members

The USW 9346 Scholarship for a grade 12 student of a member has been awarded and will be announced at the Sparwood Grad Ceremonies on June 1. Congratulations to the recipient!!

The USW National Office does still have scholarships available for grade 12 students - deadline for these is June 30, 2024.

Details on these can be found at <https://usw.ca/pages/scholarships-district-3/>

Specifically the ones for students of members are called:

1. USW Indigenous Scholarship
2. USW Post Secondary Scholarship and
3. David Ellis Scholarship

Please view each of those on the website listed above for eligibility and application forms.

If you have any questions, please give our office a call at 250-425-0131.



Shop Stewards and Safety Reps Needed

Shop Stewards Needed:

Operations - B Crew
Maintenance - All Crews
Plant - D Crew

Safety Reps Needed:

Maintenance - All Crews except E and F Crew
Plant - A and D Crew

If you are interested in becoming a rep, please call the Union Hall at 250-425-0131 or stop in during business hours (111 Centennial Square Sparwood, M-F 8:30am - 4:30pm)



Congratulations to our Retirees Over the Last Year



Dave Dingville Retired from CMO on June 25, 2023 after 35 years as a HEO.



James Hopkins Retired July, 2023 as an Electrician at EVO.



Gary Kuta Retired after 43 years as a HEO at CMO on September 6, 2023.



Surinder (Missy) Bains Retired as a Drill Operator at EVO after 44 years on December 1, 2023.



Marcel Brazzoni Retired from EVO on January 1, 2024 as a HEO.



Ken Holberton Retired January 5, 2024 as a Plant Operator at EVO. Ken worked on the claim for 50 years!!



Andrew Commisso retired from EVO on February 2, 2024 as a Heavy Equipment Operator.



Samuel Samy Retired from EVO on March 1, 2024 as a Shovel Operator.



Luis Machado Retired from EVO with 14 years of service on March 7, 2024 as a Road Crew Operator



Wes Blankman Retired from EVO on April 10, 2024 as a Driller after spending 39 years on site.

Retiree's Not Pictured...

- Shane Kubik - Retired March 18, 2023
- Scott Holmes - Retired July 31, 2023
- Vince McDonald - Retired December 3, 2023
- Leigh Gibos - Retired January 10, 2024
- Mick Simpson - Retired April 2, 2024
- Chris Thiessen - Retired April 22, 2024
- Lauren Rosler - Retired May 8, 2024

We wish all of our Retiree's health and happiness in the next chapter of their lives.

Messages from your Local Union Executive

President's Message

Sisters, Brothers, and Friends:

There has been a lot going on recently.

A ton of rumors flying around about how Glencore is going to offer everyone a bunch of money to get rid of the Union. Well, I can tell you that is BS and it is also illegal according to Labour Laws.

There's also the rumor that Glencore will get rid of the Autonomous trucks when they take over...well that's totally up to Glencore to decide but I know there are several hundred people who would NOT be sad to see them dismantle the Autonomous program. The Union has had Glencore representatives reach out by phone and we are hoping to have a face-to-face sit down with them to discuss several items before the official takeover begins.

Teck lost the ability to randomly test our members back in 2018, and it seems that now they are testing for every incident no matter what or who is at fault. This is a serious breach of your human rights. The Union feels that if you are not acting like you are under the influence or if there are other reasons for the incident (mechanical or environmental factors for example) there should be no reason to have a D&A test done. If you are tested, please contact the Union or your Shop Steward so we can file a grievance on your behalf. There are laws in place about D&A testing and we feel Teck is pushing those limits.

The Plant maintenance group got together and put forward a request to work the 4 days, 4 off ,4 nights, 4 off schedule the same as maintenance on the hill. Instead of accepting this, the Company has been

pushing back on it for some reason. My guess is the Supervisor's at the plant do not want to work this schedule. The strange thing is when it's a Company idea its great for everyone or so they tell us, but when it's our idea it's always "wait hold on" we need to think about this. We will continue to push the issue with the company.

Once again we have contractors pushing coal in the pit, the Company is claiming that we have too many trainees and not enough qualified people to do the job. The Company knows it's a very contentious issue with the operations group, but rather than explaining things to people they find it easier to just to do whatever they want and ignore the fact it pisses people off. I will be the first to admit that the Contracting out language in the CBA is crap and allows the Company to bring in contractors for whatever they want whenever they want and this is very high on the list for the next round of bargaining. We need to strengthen our language in the CBA to prevent these types of issues from continuing.

New Hire Orientations are still going on every two weeks, but we are still having issues getting Trades people in all the Trades. There also doesn't seem to be a huge push for apprenticeships on the Company side, which makes absolutely no sense. I would rather see promotion from within than hiring directly off the streets, so if anyone is interested in the apprenticeship program the testing dates are:

June 7 A/B crew
June 11 C/D crew
September 13 B/C crew
September 17 A/D crew
November 22 A/B Crew
November 26 C/D Crew

The exams are held at COTR- Fernie Campus 1-866-423-4691

In Solidarity,

Scott Liddle
President
scottl@usw9346.ca

Safety Chair's Message

Dear Members,

In these times of change, I would like to focus our attention on recognition.

As your Health and Safety Chair, I want to express gratitude to all mine rescue personnel for their unwavering commitment to our site. Their roles in recent competitions and incidents underscore that we are moving in the right direction, forging a resilient and effective team. Thank you, everyone, for stepping forward.

Additionally, members helping members deserve recognition for their invaluable contributions. With the influx of new members on-site, it's crucial that we rally behind one another, offering support through training and mentoring as we navigate the transition into different areas and roles. These changes present us with many obvious challenges, each demanding our collective attention.

Alongside recognition, it's essential to acknowledge the challenges and concerns we face. We have experienced some troubling events on-site that require immediate reflection and thoughtful consideration as we move forward. Our commitment to support one another through these challenges is crucial to keep everyone safe.

In closing, let us carry forward the spirit of recognition and solidarity. Let us continue to support one another, celebrate our achievements, and address our concerns with empathy and resolve. Thank you everyone for your dedication and contributions to our collective safety and success.

In solidarity,

Frank Roesger
H&S Chair
JOHSEC - Co-Chair
frankr@usw9346.ca

Grievance Chair's Message

Dear Members,

I would like to remind everyone, as well as inform some of our newer members, about the importance of keeping copies of documents and forms received from work. This includes copies of vacation requests, Job posting applications, and crew transfer forms.

These are your receipts to prove that these requests have been put in by you and approved by the appropriate supervisor. There have been instances where vacation requests have come into question, job bids have been awarded improperly, or crew transfers have not been awarded to the proper person. If this happens your copies of these forms are what will prove that you have applied for the vacation/job/transfer and will be used to rectify any improper bookings/awards/transfers. Most forms come on tri paper, with white, yellow, and pink copies. The pink copy of these forms is for you to keep and make sure that the writing on your copy has come through on to this page. If the form is not filled out on tri paper (i.e. crew transfer forms/ shift swap forms) a copy should be made for your records and kept together in a safe place. It has happened in the past where forms have been lost and your copy will be needed to clarify the information needed to support these requests.

I strongly recommend having a dedicated place to keep these forms where they are secure and clean to keep them available and legible if they are ever needed for reference, and kept until at least after the vacation is taken/Job awarded/transfer finalized/shift swap completed.

Job Postings

On the topic of job postings, we have been noticing some jobs not being awarded due to no applicants. If there are members unsure on how to apply for jobs through the bidding process or have questions regarding the duties of specific jobs, we strongly urge you to speak with other members in these positions, a union representative on your crew (shop steward or safety rep), or feel free to come to the union hall where we have a full job posting board. Familiarizing yourself with other jobs, how to bid on them, as well as any restrictions that come with job bids, will keep you prepared for when a job you are interested in becomes available and will give you the best opportunity to accept a role in a position you are interested in.

In Solidarity,

Dave Puszkar
Grievance Chair
250-425-0131
davep@usw9346.ca

WCB Chair's Message

This last year has been challenging, exciting, and extremely busy. I currently have many WCB cases on the go at different stages. I am happy that I can help the membership greater in my new role as WCB Chair.

Over the last year I have attended workshops and training that have to do with the new WCB Duty to Cooperate and Duty to Maintain Employment laws that came into effect on January 1, 2024. Bill 41 enacted these two new duties. The latest course was put on by Janet Patterson who led a review of the Worker's Compensation System in BC in 2019 which led to Bill 41. Below are some of the takeaways from that seminar.

The worker's duties to cooperate say that the injured worker must:

- Contact the employer as soon as practicable after the injury
- Maintain communication with the employer during recovery
- Assist the employer (if requested to do so) in identifying "suitable work" and
- Provide the WCB Board with information as required.

The Act provides that the Duty to Cooperate does NOT apply if contact and communication between the employer and the worker are likely to imperil or delay the worker's recovery. This is an important exception in certain cases. It is a high bar but one that can be met, especially where the person to whom the worker must report to has been involved in causing the injury.

SUITABLE WORK **must be** safe, productive and within the worker's functional abilities and medical restrictions. The offer of suitable work must have sufficient detail that a worker (or doctor) may assess the suitability of the duties. The offer does not have to be in writing - but it helps. The first suitable work available must be offered to the injured worker.

One of the BIG concerns with this is possible Claim Suppression. The goal of suitable work is to restore the worker's full wages as much as possible. WCB wage loss payments start the day after an accepted injury. If the employer is offering suitable work (light duties) which restores a worker's wages, the employer MAY suggest that a compensation claim is not necessary. This "suggestion" is a clear form of claim suppression contrary to section 73 of the Act.

Without a compensation claim, the worker's injury is not recognized as a work injury. The worker will have no rights to health care benefits, wage loss (if the injury gets worse), a pension in cases of permanent injuries, or coverage for any compensable consequences of worsening over time.

In NO case, should an injured worker NOT report a work injury to the WCB. If a worker faces repercussions for filing a compensation claim, the worker or the union can file a complaint with Prevention Services.

Filing a WCB claim does not mean it has to be a lost time incident, especially if the employer can offer safe, suitable work right away. WCB can accept claims for health care benefits only, if there is no wage loss. That way you will have the injury documented properly with the Board and have something to fall back on in case things change overtime. There is a one year deadline from date of injury to file a claim with WorksafeBC.

If you have any questions on any of this, please feel free to contact me.

I can be reached at the Union hall at 250-425-0131 for all of your administrative and WCB needs.

In Solidarity,

Sarah Thompson
Office Admin/WCB Chair/WOS Co-Chair
admin@usw9346.ca

Women of Steel Message

Do you know your power? I did not!



My name is Chrystal I have worked at EVO for 6 years. When I started with Teck I had never worked or been involved with unions so did not really have the knowledge or care of what the union did. I kept my head down; I did my job and never took the time to learn what a union is all about. I toyed with the idea a few times and signed up for Women of Steel but never attended a meeting or pursued anything further.

In October of 2023 I was given the opportunity to attend the International Women of Steel Conference in Pittsburgh, Pennsylvania. I jumped at the opportunity! When I arrived at the conference I was blown away! There was over 1200 women from all occupations (muffin factories, paper mills, steel mills, mines, nurses, and several others).

At the conference they offered educational workshops and encouraged us to learn new skills and take inspiration for charting future paths back to our home locals. We attended a rally and listened to keynote speakers. Hearing some of their stories and the challenges many of these women had to go through, being some of the first women in male dominant workplaces; it was infuriating, relatable in some ways, but also empowering. These women got involved with their unions, they found their voices, and fought for change, not only for themselves but for the women that will follow.

This experience for me was enlightening. It made me realize I wanted to learn more, I wanted to find my power and I wanted to encourage others to find their voices. Since the conference, I am now one of the newest shop stewards and have started to get involved with the Executive Committee.

In closing, I would like to encourage those who were like me... uninformed and unsure what a union does, or if you are on the fence but not sure you want to get involved, please go down to the union hall, find a union representative, ask the questions, seek the knowledge, find your power.

In Solidarity,

Chrystal Wentzell
WOS Committee Member

Inside Guard Message

Hello Brothers, Sisters, and Friends,

For those who know me up at Harmer, I'm Scott Davis—an Inside Guard on our union executive, a shop steward/safety rep, and a welder in the weld shop on E crew (maintenance 4x4 shift). Having spent a decade with Teck, my time has been split between CMO and EVO.

Recently, I participated in a Shop Steward course in Elkford, working with stewards from our local and 7884 from FRO. A significant focus of the course was building solidarity and visibility as a union. With Glencore's acquisition of Teck Coal and the formation of EVR, it's crucial for us to unite in solidarity, especially as we approach bargaining with a new employer.

I've noticed low turnouts for our General Membership meetings, but did you know you can attend virtually through the Teams app? Simply email the hall at admin@usw9346.ca, and we'll send you a link for the meeting. We also have a Facebook page and an email list to keep our members informed.

If you have any questions or comments, feel free to ask. I can direct you to the appropriate person at the hall if needed. Wishing all our members a fantastic summer! Be safe out there!

Best regards,

Scott Davis
Inside Guard, USW Local 9346
