

# 9346 News

October, 2010

Vol. 10, Issue 3

## What's inside?

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- 1) President's Report  
- Christopher Nand
- 3) Negotiating Language  
- Peter Rosner
- 4) Grievance Report  
- Troy Cook
- 6) What is a Union?  
- Gay Travis
- 9) Children's Christmas Party  
Registration Form

## President's Report

**S**isters and Brothers,  
As you are aware, your Local is in the middle of negotiations. Your Local Bargaining Committee has been meeting since March of this year putting proposals together. Your Bargaining Committee brought these proposals to two special Membership meetings on August 17 to be ratified and the committee got some great feedback from you.

We met with the Company on September 8 for the first time to exchange our proposals. We also met on the week of September 21 to get a better understanding of both parties proposals and again on October 5, 6, and 7 to respond to each others non monetary proposals. We are scheduled to meet again with the Company on October 19 and 20 and the week of October 25. Once the non-monetary proposals are

dealt with we will be moving on to our monetary proposals. Your Bargaining Committee will keep you posted as we make progress.

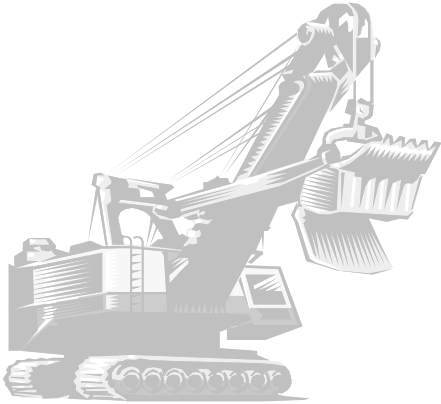
Our Sisters and Brothers at Coal Mountain have been on strike since August 6, 2010. The Company called in a mediator and the parties met on September 25. With the help of the mediator, the parties came to a tentative agreement which saw some language changes and increase in benefits in many areas. The members at Coal Mountain voted in favour of the package by 79%. I would like to thank all our members that stood by with our Sisters and Brothers in solidarity at UMWA's picket lines.

The contract runs from January 1, 2010 to December 21, 2014.

We currently have 32 grievances filed this year and

*(Continued on page 2)*

# 9346 News



## NOTICES BY EMAIL.

**Anyone who would like to get newsletters, meeting dates, and notices emailed to you, please forward your e-mail address to:**

**admin@usw9346.ca**

**Our current list of e-mail addresses is old and we will be creating a new distribution list.**

*President's Report (Continued from page 1)*

also have some pending arbitrations. Grievances can stem from a lot of things. Workers have a lot of rights on the job and they don't all flow from the Collective Bargaining Agreement. Generally you may have grounds for where there is a violation of one of the following:

- The Contract (CBA)
- The Law
- Company Policy
- Basic worker rights and;
- Past practices.

If you are not sure about something please contact one of the shop stewards or contact the Union Hall at 250-425-0131.

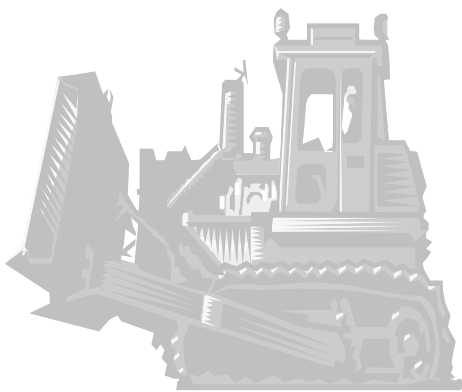
We have also appealed a number of WCB claims on behalf of our members that were denied and have won most of them.

Our membership meeting times have changed to 5:30pm every third Tuesday of the month.

Your Local Union will again be hosting their annual Children's Christmas Party on December 18, 2010 at the Recreation Centre in Sparwood. There is a registration form attached to this newsletter on Page 9. If you have kids 12 and under, please take a moment to fill it out so that we know you are coming.

I would like to thank all the Shop Stewards and Safety Reps for all your hard work especially the committee chairs, Mark Milley, and Troy Cook. THANKS!!

In Solidarity,  
Christopher Nand  
President



# 9346 News

## Negotiating Language

- Peter Rosner

This letter is in regards to article 6 of the Collective Agreement and 6.16 the trades transfer system. This article applies mainly to the Mechanics, Millwrights and some of the Welding crews. The Electrical crew and the bulk of the Welding crew are covered under Letter of Understanding #6 in the Collective Agreement. If you read through these articles it will describe the process used to fill vacancies in the maintenance department. During the last set of negotiations we dealt extensively with this language only to be challenged on its content after the Collective Agreement was accepted. Since that time I have had to file four separate grievances on article 6 - the job posting system. Each time the company would go that little bit and probably enough to satisfy an arbitrator. And as we have found out with other language that we took to arbitration you have more to lose than to gain when you test the language through the arbitration process. To be perfectly honest our track record has not been good, if the language is at all debatable the arbitrator will side with the company. To date the company still has a lot of control over the movement of these trade's people. They cannot switch crews or departments, as is the practice with other classifications. They can request a change but the company does not

have to honor their request.

To be fair they have allowed some movement for the people in these jobs but it is limited. The apprentices move around more than the journeyman, which is good for them. Also to be fair most of the senior tradesmen are doing the job they prefer but if a vacancy comes up the company does not have to recognize the senior person for the position. Article 6 still needs extensive work to cover all the trade's people. Also we require better clarification on Article 18.08 - apprentice placement. Until that work gets done I suggest that if you want to go to another work area in your department or to another department, have a letter in at all times because you never know when the vacancy will come up. You may be on vacation or off on short-term disability and would never get the job if you were to wait for notification through the posting procedure.

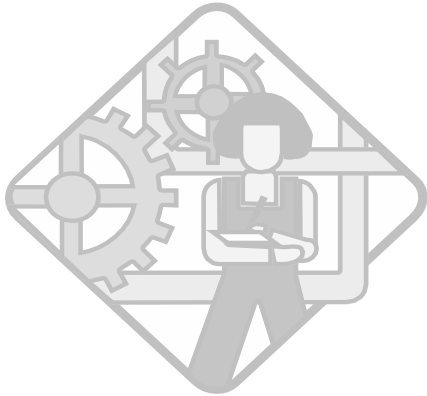
Speaking on the subject of job postings the company is required to post the positions on the "Designated Job Posting Boards Only" at the washhouses - article 6.06. They do place them in some of the lunch rooms but they may not show up

*(Continued on page 5)*

# 9346 News

## GRIEVANCE REPORT

Troy Cook



SHOP STEWARD  
MEETING  
October 25, 2010  
at 4:30pm at the  
Union Hall

- 21/09- Policy - Resolved to the satisfaction of the Union.
- 26/09 - Unjust Discipline - waiting for second stage response
- 47/09 - Worker paid improperly - waiting for first stage meeting
- 54/09 - Unjust discipline - waiting for third stage meeting
- 09/10 - Refused overtime pay - arbitrator ruled in favour of the Company.
- 10/10 - unjust termination - in abeyance
- 11/10 - Job posting - withdrawn
- 12/10 - Unjust Discipline - waiting second stage meeting
- 16/10 - unjust Discipline - denied at second stage
- 17/10 - training laborers to load front end - denied at third stage.
- 18/10 - Unjust Discipline - waiting for second stage meeting
- 20/10 - Unjust Discipline - waiting for second stage response
- 21/10 - Policy - Job Posting procedures - denied at third stage
- 22/10 - Policy - tradesman - Union requested further discussions.
- 24/10 - withdrawn
- 25/10 - Duty to Accommodate - waiting first stage meeting
- 26/10 - Not training senior operators - waiting third stage meeting
- 27/10 - Lead hand's operating pit equip. - waiting third stage meeting
- 28/10 - withdrawn
- 29/10 - unjust discipline - waiting first stage response
- 30/10 - unjust suspension- waiting first stage meeting
- 31/10 - unjust discipline - waiting first stage meeting
- 32/10 - waiting for paperwork

In Solidarity,

Troy Cook - Grievance/WCB Committee Chair

# 9346 News

*(Continued from page 3)*

there and they are not required to put them there.

Now to speak in support of the negotiating committee, they are once again going to need our full support. I realize our members have a problem with the limited information that comes out of this committee and asking for our trust sometimes gets testy. I'm hesitant to get started on what I went through during the last set of negotiations but I expect it to be no different for these people. I will not say I was entirely pleased with the job we did but if you were sitting in my shoes and understood what was happening you may have done exactly what I did. It was a very difficult decision that I knew would not sit well with a lot of our membership. Unfortunately for the committee they cannot get caught up in the moment. They have to be thinking ahead and gauging the membership and know exactly what is going to be important to them a month down the road when their not getting paid. I still wrestle with that decision today and I feel we denied this membership their right and had we not recommended that agreement obviously the result would have been a lot different.

At the end of this process you are mentally exhausted, if anyone tells you that is bull, they

obviously were not working hard enough for their members. I still feel the staff reps that negotiated for us put us into a bad environment and purposely met with the company to box us into that situation. I can understand this happening if you have been out on strike a few months because tough decisions have to be made but not before you get on the picket line.

I have sat through various processes with companies and the unions before and I know politics can get dirty but I expect the people that are sent here to negotiate on our behalf to be honest with us.

Hopefully we all learned something from what happened with the people at coal mountain and we should prepare ourselves should it be required. As I have said many times before, this company is not going to reward you just because you decided to take them on, they are going to test your resolve.

In solidarity,  
Peter Rosner  
Trustee

# 9346 News

## What is a Union?

Guy Travis

For many of you...your new job at Teck is your first "UNION" job and also many of you have just recently started living in the Elk Valley. Union history is long and rich in this Valley and the benefits that we ALL enjoy today and maybe take for granted are because of the struggle our past brothers and sisters fought long and hard for.

Back in 18<sup>th</sup> Century Europe, Unions were illegal for many years in many countries. There were severe penalties for attempting to organize workers including EXECUTION. Unions in Canada started before the Confederation in 1867. Even though Unions were in existence back then, their early years were difficult. Before 1872, Canadian law allowed for the prosecution of unions as "criminal conspiracies". Many union leaders were actually jailed for leading strikes. At the time, the RULING classes thought that workers should be satisfied with whatever they were paid and however they were treated.

Union's became 'legal' in Canada with our first Prime Minister Sir John A. MacDonalD. He believed that workers should have the right to representation in order to better their lives. Unions grew rapidly in Canada following the two world wars. Soldiers coming back from the war were angered at the treatment they received going back into the workforce. Those that did

return from war and returned to the workforce were NOT treated as hero's by their employers but as disposable production units. They asked themselves..."Is this what we risked our lives for? Is this why our friends died, face down in the mud and sand?" No. They banded together as BROTHERS AND SISTERS and FOUGHT!

Some of the things Unions back then fought for:

- Shorter working days
- Child labour laws
- Vacations
- Safety

Unions now fight for:

- Safe work places
- Better wages
- Better Benefits
- Better laws to protect workers, etc.

SOME things your Union dues give you:

- A voice
- Legal representation
- Represent you in disputes with the employer
- WCB matters, Human Rights Complaints, etc.

**REMEMBER YOU ARE THE UNION.**

# 9346 News

## Show Your Union Card

If you have or know of any Local businesses who wish to participate in this program please have them contact Sarah at the Union Hall at 250-425-0131.

Here are the participating businesses.

**1. Sparwood Husky (Sparwood ONLY)**

- 1.5 cents off fuel
- 5% off in store (not on Tobacco or Lottery)

**2. Sparwood Hose & Fitting**

- 5% off

**3. Intermountain Services**

- \$100 off purchase of a seacan
- 10% off rental

**4. NAPA**

- 10% (applies to all mine employees)

**5. Cummins Western Canada**

- 5% off

**6. BOARDSTIFF - in Fernie, BC**

- 10% off

**7. The Cottonwood Tree Health Food store in Fernie ,BC**

- 10% off

**8. Ski Base - in Fernie, BC**

- 10% off

**9. Fernie Sports - Fernie, BC**

- 10% off

**10. Elk River Guiding Company - Fernie, BC**  
- 15% off

**11. W.E. Insurance (Home and Auto)**

- Call 1-800-663-4200 in BC
- Call 1-877-787-7021 in all other Provinces.

**12. W.E Tax Services**

- Call 1-800-845-1181

**SAFETY REP MEETING**

**NOVEMBER 1, 2010**

**AT 4:30PM**

**AT THE UNION HALL**

# 9346 News



OFFICE HOURS  
9:00 - 12:00 p.m.  
1:00 - 5:00 p.m.  
Monday - Friday

## Union Hall Contact Information

Ph: (250) 425-0131  
Fax: (250) 425-0086  
E-mail: [admin@usw9346.ca](mailto:admin@usw9346.ca)  
Website: [www.usw9346.ca](http://www.usw9346.ca)

ADDRESS:  
111 Centennial Sq.  
Box 40  
Sparwood, BC V0B 2G0

## Local Union Executive Committee Members

Christopher Nand - President  
Dave Sheets - Vice President  
Horst Gandner - Recording Secretary  
Samuel Samy - Financial Secretary  
Russell Primrose - Treasurer  
Peter Zazzara - Trustee  
Heather Kelloway - Trustee

Peter Rosner - Trustee  
Ewan Gordon - Inside Guard  
Russell Ullman - Outside Guard  
Peter Chechotko - Guide  
Mark Milley - OHE&S Committee Co-Chair  
Troy Cook - Grievance Committee Chairperson/  
WCB Committee Chair

# 9346 News

## Children's Christmas Party

USW LOCAL 9346 ANNUAL CHILDREN'S CHRISTMAS PARTY REGISTRATION FORM

WHERE: **SPARWOOD RECREATION CENTRE (UPSTAIRS HALL)**  
**367 PINE AVENUE, SPARWOOD, BC**

WHEN: **SATURDAY, DECEMBER 18, 2010 from 1pm - 4pm.**  
**Magician comes at 1:30pm**  
**Santa comes around 2:30pm**

There will be food and drinks for everyone available, plus crafts, magic show starting at 1:30pm and Santa will be handing out gifts for everyone who is registered and is under 13 at around 2:30pm.

To register your child please use the form below and hand it in to the United Steelworkers Union Hall or to your Union Representative. Alternately, you can call the hall at 250-425-0131 and talk to Sarah.

**DEADLINE FOR REGISTERING YOUR CHILD IS FRIDAY, NOVEMBER 26, 2010**

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CHILD'S NAME:	AGE:	SEX:	GIFT IDEA: (Please be specific) (Around \$20.00)
_____	_____	M/F	_____
_____	_____	M/F	_____
_____	_____	M/F	_____
_____	_____	M/F	_____

We would really appreciate any assistance you can give us so please submit your name and telephone number if you wish to volunteer.

Volunteer: NAME: \_\_\_\_\_ PHONE NO.: \_\_\_\_\_