

# 9346 News

September, 2009

Vol. 9, Issue 5

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## President's Report

Sisters and Brothers,  
the International Union  
of Operating Engineers  
(IUOE) which represents  
the workers at Teck Coal's Line  
Creek mine have been in  
negotiations since May, 2009.  
Recently their bargaining  
committee brought back a  
package to their membership  
to be voted on. It was turned  
down by an overwhelming  
majority of 96% by their  
members.

Your current Collective  
Agreement expires in October  
of 2010. Your Local Union will be  
holding nominations and  
electing a bargaining  
committee in October of this  
year. We wonder sometimes  
why many of our best and  
brightest stay as far away as  
possible from getting involved  
with our Local? It seems the only  
ones that do get involved are  
those that are clearly

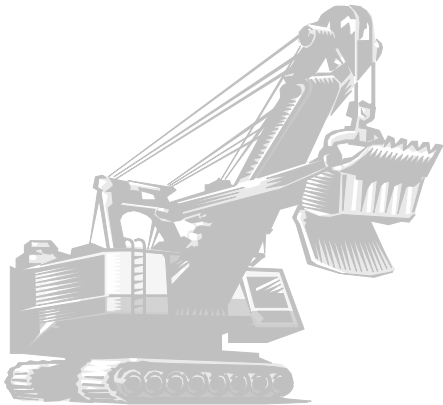
motivated and want to make  
sure this memberships future is  
looked after.

There are also those members  
whom I have dealt with over  
the years that need a pretext  
to criticize every chance they  
get and have been doing a  
pretty good job over the last 15  
years. I would like to see and  
encourage these members to  
prove me wrong and get  
involved in the process. By the  
same token the vast majority of  
our membership has supported  
our local through difficult times  
and I would like to thank them  
for all their continued support.

We are having ongoing issues  
with Manulife regarding Short  
Term Benefit Claims not being  
paid. We have filed three more  
Small Claims cases with the  
courts. We are scheduled for a  
Settlement Conference on  
October 8 and are still waiting  
for dates for the other two.  
Management is fully aware of

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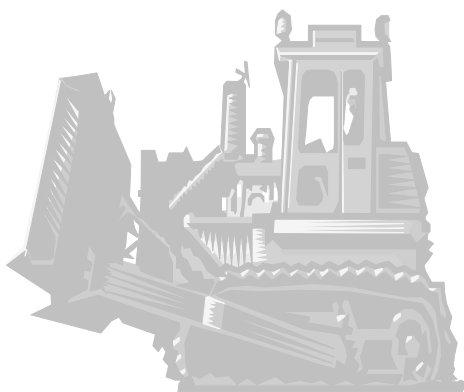


## NOTICES BY EMAIL.

**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)*

the difficulties we are having with Manulife. Like I said before, Manulife will be an issue at the Bargaining table in 2010.

In part Article 16.01 of our CBA reads as follows,

*"The Company agrees to pay the premiums to the insurance companies for providing the benefits set out below, except where specifically referenced otherwise, for any employee who has elected or in the future may elect to be covered by the Plans; provided that such employee meets the eligibility requirements for enrollment. Coverage provided is subject to the terms of the respective insurance policies. All the benefits provided in this Agreement are payable by the insurer and not by the Company."*

This language will also have to be dealt with at the bargaining table. If anyone is interested in what Manulife's Plan Text is, you can go to our website at <http://www.usw9346.ca/links.htm>

As everyone is aware, hourly and staff at Elkview are going through Courageous Leadership Training at Elkview. I happened to catch one of these sessions in June. The concept is good and my only comment during the session was that I hope this is not going to be just another flavour of the month. We have our disagreements on many fronts with the Company, but when it comes to safety we all want to see a safe workplace where everyone can speak freely about safety issues without any repercussions.

We will be watching closely to see if Don Lindsay's message of safety before production will be practiced all the time or only when convenient.

Elkview Coal has started hiring more people with the first truck school scheduled for the week of October 5th and another one in November. They have

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*President's Report (Continued from page 2)*

also indicated to me that they will be hiring more in the new year.

China is the biggest economy to rebound from the global recession and is the biggest consumer of commodities including Coal. Analysts predict that coking coal has the best prospect for price gains in 2010.

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

## Courageous Leadership 24/7

Mark Milley

By now everyone has heard of Courageous Leadership 24/7, and many of you have already attended a training session. The people that I have spoken with, generally feel that the program is good. Peter Rosner and myself had the opportunity to attend a two day session in early July, and I personally found it to be interesting and informative. Any safety program, in addition to the Mines Act is a good idea and should be supported. Both days involved group discussions and after hearing the commitments made, I feel that if we WALK THE TALK this program will succeed. The programs success or failure will depend mainly on supervisor's ability to deal with safety concerns professionally and in a timely manner, as well as the hourly employees speaking up and sticking together on issues regarding safety. I have always encouraged speaking up when a situation arises, if for some reason you feel uncomfortable doing this on your own, I ask that you speak with your crew safety reps for assistance as they are more than willing to help out. If you don't know who your Safety Rep is on your Crew, I have listed them on page 9 of this newsletter. They can also be identified by the Yellow Sticker on their hard hats. Your crew safety reps work hard for you every week and for this I thank them.

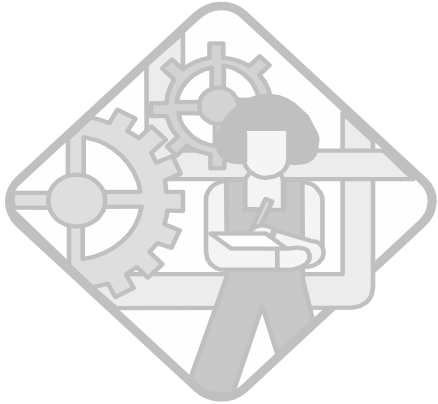
The trend in safety amongst large Corporations is towards developing a safety culture. Royal Dutch Shell and Transcanada Pipelines are just two Companies that have similar programs that I know of and they have had great success. Courageous

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## GRIEVANCE REPORT

Troy Cook



- 32/07 - Unjust Termination - Arbitration starts December 4, 2009
- 19/08 - Unjust Discipline - Going to arbitration on November 2 and 3, 2009
- 23/08 - Unjust Discipline - resolved to the satisfaction of the Union
- 27/08 - Unjust Termination - Going to arbitration. Waiting for dates.
- 48/08 - Unjust Discipline - Waiting for third stage meeting



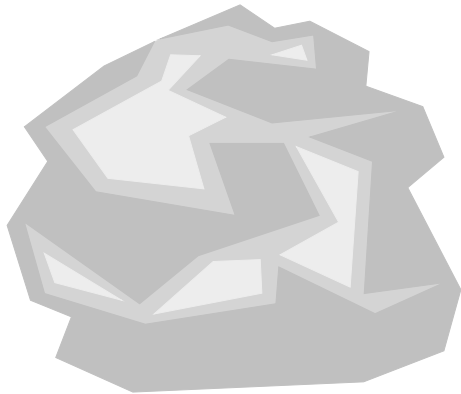
### GRIEVANCES FOR 2009...

- 13/09 - Machinist doing welders overtime work - 3 1/2 stage meeting scheduled for September 24
- 14/09 - Policy - Technological Change - 3 1/2 stage meeting scheduled for September 24
- 15/09 - Truck shop job postings - Referred to arbitration
- 20/09 - Unjust Discipline - Resolved to the satisfaction of the Union
- 21/09 - Policy - Third stage meeting scheduled for September 24
- 24/09 - Unjust Discipline - Third stage meeting scheduled for September 24
- 26/09 - Unjust Discipline - In abeyance
- 29/09 - Unjust Discipline - In abeyance
- 31/09 - Unjust Discipline - Second stage meeting scheduled for September 24
- 32/09 - Policy - Withdrawn
- 33/09 - Unjust Discipline - waiting for second stage meeting
- 34/09 - Bus was late - Waiting for Company response
- 35/09 - Policy - Summer Students working while Bargaining Unit

SHOP STEWARD  
MEETING  
October 8, 2009  
at 4:30pm at the  
Union Hall

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Employees are laid off - referred to arbitration

36/09 - Employee denied working shutdown - Second stage meeting scheduled for September 24

37/09 - Scheduled work during shutdown - Second stage meeting scheduled for September 24

38/09 - Policy - Waiting for third stage meeting

39/09 - Policy - Waiting for third stage meeting.

40/09 - Unjust Discipline - second stage meeting scheduled for September 24

41/09 - Not asked to work shutdown - first stage meeting scheduled for September 29

42/09 - Not asked to work shutdown - first stage meeting scheduled for September 29

43/09 - Not asked to work shutdown - first stage meeting scheduled for September 29

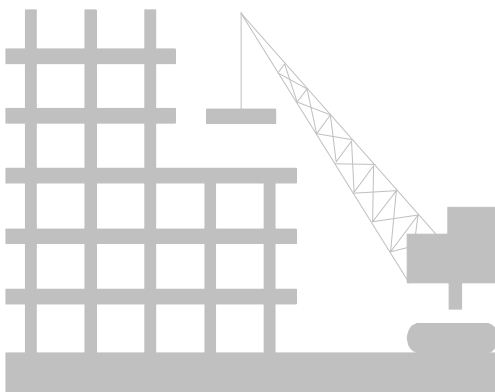
44/09 - Unjust Discipline - first stage meeting scheduled for September 29

45/09 - Bus Late - Second stage meeting scheduled for September 24.

46/09 - Unjust Counseling - Waiting for first stage meeting

47/09 - Worker paid improperly - waiting for first stage meeting

48/09 - Waiting for paperwork.



## SAFETY REP MEETING

November 3, 2009  
at 4:30pm at the  
Union Hall

In Solidarity,

Troy Cook  
Grievance/WCB Committee Chair

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## Negotiations - Soon we will be electing a Bargaining Committee

Peter Rosner

Soon this Local will be seeking nominations for the next negotiating committee. From personal experience I can say you may want to give it a lot of thought.

*"Anyone smart enough to do the job, is smart enough to stay away from it."* Elkview Coal Employee.

*"Sure it's a big job, but I don't know anyone who can do it better than I can"* John F. Kennedy

It is challenging on all levels, the expectations from the workforce can be overwhelming and the demands far exceed what is required of you to maintain your employment here. If you have ever watched the movie Braveheart, when politics was at its crudest form and he ends up getting disemboweled in front of his enemy, that is pretty close to what your going to get at the end of the day. " There are risks and costs to action. But they are far less than the long-range risks of comfortable inaction" JFK. Once you decide to vote for your particular candidate there are some things you may want to keep in mind. Is this the first time that they have dealt with management through a union setting or sat

on a similar committee? Do they have knowledge of the current collective agreement and are they willing to represent this local to protect the language they helped to negotiate. Are they themselves financially prepared to endure a strike. My attitude is unless you are prepared to lead then follow or get the hell out of the way. If you have been watching what is going on at Line Creek as they are into their negotiations it will give you an indication of where we may be going next year. The company proposals to the health and safety language at Line Creek sure conflict with the safety message they are promoting corporate wide. This brings to mind the safety program that is being introduced to our members here. I had the opportunity to attend this course prior to it being implemented here for our members and voiced my opinion on its content. I personally view the introduction as threatening to our members but the course itself was very interesting. Any thing that improves the safe working conditions for our members we are interested in, we just don't like it through messages that threaten their employment. By far the large majority of people come to work to do a good job and work safely, sometimes they get caught up in the process. It may be the barriers that are placed in front of them or the demands put on them by their supervisors that interrupt them from making the

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right decision. Most days they can adapt to these changes in their work but one day the mounting pressures that the person is experiencing combined with the time constraints he is under make them take that chance. In an effort to complete the task they overlook their surroundings and do not see the very thing that is going to bite them in the ASS. Another concept of the program is the statement that only the people with exceptional safety records and practices will be promoted by this company. My question is what are they going to do with those people who clearly should not have been promoted in the first place. I also questioned the fact that some supervisors may be the last ones getting the training when they have the largest responsibility overall to ensure that it works. How does a worker who took the training in September reinforce this message to his supervisor who isn't scheduled to take the course until December. Please get out and be informed about these topics and who is going to represent you at the next negotiations.

In Solidarity,  
Peter Rosner  
Trustee

*Courageous Leadership 24/7...(Continued from page 3)*

Leadership 24/7 is just that - a program designed to make safety an everyday thing. Something that we think about often and to watch out for ourselves and co-workers so that we can return home healthy and injury free.

With this latest Corporate Safety Program, the Mines Act, and safe work practices, an injury free workplace may be possible. We have to believe that safety before profits is not just another message with no meaning and that walking the talk is something that truly is taken seriously. Only with the commitment of everyone can we achieve our goal of an accident free workplace.

Once again, I would like to thank all of the Safety Reps for their hard work and dedication in ensuring you have a safe workplace.

In Solidarity,  
Mark Milley  
JOHESC Co-Chair

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## APPRENTICESHIP PROGRAM

Russ Primrose

Do you want to get a Trades ticket as a Heavy Duty Mechanic, Electrician, Welder, etc?

In order for this to happen, your name has to be on file before the Company decides to offer a particular apprenticeship. In order to get yourself on file, you have to do three things:

1. Complete Apprenticeship Information Form that is available from Employee Relations. (Make sure you state what apprenticeship(s) you are interested in).
2. Make an appointment with Employee Relations to write the Company's pre-apprenticeship exam. There are 3 Exams depending on which apprenticeship you are applying for. It is mostly math and you need at least 70% to pass and get a file started.
3. Once you get a file established you need to put into this file any qualifications or Transcripts you might have for any given trade or trades by sending this info to the Employee Relations Department. This last step is more often than not SADLY lacking in most files. Also, this last step is something you can work at while you wait for an apprenticeship to come up. One of the best things you can do for yourself is to take a pre-apprenticeship course (not to be confused with the pre-apprenticeship exam noted above). The pre-apprenticeship course is usually a 10 month course to get you the basic start in almost any trade.

Another thing you can include is work experience you might have. If you have worked for someone who is in a trade, make sure this info ends up in your file. List the hours you have spent as well as what you did. For this to be considered it is required to include a signed letter from the company and/or Tradesman you worked for to verify your claim of experience and have this added to your Apprenticeship Information Form.

Any shop experience you may have had at any

time is an asset and you should make sure it is noted in your file. Even if you have experience outside the trade you are interested in, you should include this as well as dates and places for all the above. (Must be confirmed with a formal letter from the company the experience was gained through). If you have any education in any trade or trades, get it included in your file. And last but not least, do you have grade 10, 11 or 12? Each is worth points when it comes to selecting an apprentice.

When the Apprenticeship Selection Committee looks at applications for apprenticeships, they depend solely on the information you have supplied. There are points awarded in different categories, that when totaled give your standing against other applicants for apprenticeship. You can get as much as 15 points for seniority, 10 points for shop experience, 10 points for trades related experience, 10 points for other mechanical experience, 30 points for trades related education, and 10, 20 or 30 points or grade 10, 11 or 12 depending on which you have achieved. There is a total of 105 points you can earn and the number you get depends on what information the committee has to review for you.

If anyone is within 5% of the top point's person, the most senior applicant gets the apprenticeship.

If you have already applied Step 1 make sure that you have at least done Step 2. Step 3 can be added at anytime but you must have Step 1 and 2 to be considered when an apprenticeship becomes open. Remember that nobody is going to write you or call you to remind you to keep your file updated; it is all up to you. How badly do you want it?

If you have any questions or concerns about apprenticeship selection, call me, the Union Hall can put you in touch with me. The number to the hall is 250-425-0131.

In Solidarity,  
Russ Primrose

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## LIST OF SAFETY REPS

### MAINTENANCE

NAME	POSITION	AREA/CREW	FOREMAN
Mark Milley	Electrician/JOHES Co-Chair	5x2 Crew	A. Anderson
Charles McCormick	H/D Mechanic	A/B Crew	L. Anderson
Dan Gawryluk	H/D Mechanic	C/D Crew	K. Paniec
Steven Kallies	Lineman	5x2 Crew	S. Birch
Terry Sideritsch	Electrician	A/B Crew	L. Anderson

### OPERATIONS

NAME	POSITION	AREA/CREW	FOREMAN
Brad Hyggen	Drill Operator/JOHESC Rep.	A Crew	D. Nobiss
Sandi Oakes	Dozer/Grader Op.	A Crew	D. Nobiss
Mike Peters	Haul Truck	B Crew	C. Wideman
Scott Liddle	Haul Truck	B Crew	C. Wideman
Stefan Zhukrovsky	Dozer/Grader Op.	C Crew	T. Barlow
Russel McCracken	Haul Truck	D Crew	T. Carpenter
Kent Rodger	Road Crew	4x3 Shift	R. Roberts

### PLANT

NAME	POSITION	AREA/CREW	FOREMAN
Dennis Gandner	Load Out Operator	A Crew	M. Munro
Mark Auer	Utilityman	B Crew	K. Williams
Kevin Chorney	Plant Operator	C Crew	H. Zerr
Wayne Shewchuk	Welder/JOHESC Rep	4x3 Crew	F. Meadows

\*This list as well as your Executive Committee and Shop Stewards can be found on our website at

<http://www.usw9346.ca>

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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