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ARE YOU IN FAVOR OF A **CHANGE IN SHIFT?**

Late last year there was a bulletin circulating around the mine-site stating that If you would like to see a shift change at Fording River from the current schedule, to a 4 days on, 4 days off, 4 nights on, 4 days off rotation, please show your support.

This shift schedule is not a recognized shift in the Collective Agreement and would need to be negotiated at the next round of bargaining, unless both parties were agreeable to the change, meaning the Company and the Union. The first thing I did was contact the Company to see if there was interest, I was informed that they would not be apposed to such a change. The Local Union Executive then discussed this issue at their January Executive meeting and felt that there was enough interest in the change of shift to conduct a vote, and let the Membership decide as to what shift schedule they wanted to work.

Let me make it clear so that everyone understands that the new proposed shift schedule that would be voted on, would be four (4) dayshifts followed by four (4) days off then four (4) nightshifts followed by four days off. If the majority of the membership votes in favour of this new shift schedule, no one is exempt from being changed to this new schedule, not steady days 5x2 or 4x4 steady days, everyone in every area of the operation excluding staff could be switched to the new schedule.

The vote on the new shift schedule will be conducted by mail. Every Union member will be mailed a letter containing information on the new proposed change in shift, a returned self addressed stamped envelope back to the Union, and a ballot that will have your name and Man number. You will fill out the ballot printing your name clearly putting in your Man # and Signature. You would then put the ballot in the self addressed stamped envelope and mail it back to the Union.

Any ineligible or defaced ballots will be rejected and will not be included in the vote. Only those ballots received by the Union by the date indicated on the ballot will be counted in the vote. For example if we only receive 100 ballots back, then 51 ballots either way will decide on whether or not there is a change in shift, so be sure that you mail your ballot back, or you will live with the decision of those who do mail their ballots back to the Union.

Bereavement Leave

For 5x2

A bereavement leave with pay of five (5) consecutive regularly scheduled shifts will be granted to an employee upon a death in his immediate family (the total leave cannot exceed 40 hours). Prior to taking such leave, the employee must advise his immediate supervisor.

Immediate family shall be defined as: spouse, child or stepchild, parent or step-parent, brother, sister, parent-in-law, grandparent or grandchild.

For 4X4:

A bereavement leave with pay of four (4) consecutive regularly scheduled shifts will be granted to an employee upon a death in his immediate family (the total leave cannot exceed 48 hours). Prior to taking such leave, the employee must advise his immediate supervisor. Immediate family shall be defined as: spouse, child or stepchild, parent or step-parent, brother, sister, parent-in-law, grandparent or grandchild.

This language was just re-negotiated in the last round of Bargaining, as the previous language had pre-requisites where an employee had to attend the funeral to qualify for Bereavement Leave. With the new language, if a member of your immediate family passes you are entitled to the 4 or 5 consecutive shifts with pay as outlined above, in order to grieve. You don't have to attend the funeral.

These must be consecutive shifts, for example you're complete set of 2 days and 2 nights, or your last 3 shifts and your first day shift, or your last 2 night shifts and your first 2 day shifts, you get the picture. Anyway, we had a recent situation where an employee was asking for Bereavement Leave and the Foreman asked the employee where and when the funeral was. With all due respect, that is none of the foreman's business. If the Company needs proof of death then you would be required to provide an obituary or some other form of proof that this member of your immediate family passed away.

As outlined in the negotiated language "Prior to taking such leave, the employee must advise his immediate supervisor. If anyone has any difficulty obtaining this leave, or you are asked inappropriate questions, we would ask that you immediately call the Union Hall.

You Must Register for Pharmacare

Do you have a Pharmacare number? All residents of British Columbia are encouraged to register for Pharmacare even if your income level does not entitle you to the benefits. You must have a registration number on file with Sun Life when using your drug card. If you do not have a Pharmacare number and your prescription amount hits the cap of \$600.00 then Sun Life will have your card declined by your pharmacist until you have a Pharmacare number registered with Sun Life.

If you do not have a Pharmacare number you can register online at www.health.gov.bc.ca/pharme or call 1-800-663-7100. If you need assistance or a computer to register online please contact the Union Hall and we can assist you in registering and obtaining a Pharmacare number. Once you have your Pharmacare number contact Sun Life Customer Service at 1-800-361-6212 and inform the customer service agent that you wish to submit your Pharmacare number to your file. Be sure that you have your Contract # which is 150038, and you're Personal Certificate number, that would be your man number, and your Pharmacare number. It usually takes one business day for Sun Life to update your drug card.

If your Drug card is declined for this reason or any other reason, and it is urgent that you obtain the prescription, then you should pay for your prescription and manually submit an Extended Health Care claim form to Sun Life for reimbursement. You can obtain these claim forms on the Sun Life web-site or stop by the Union Hall and pick one up or call us and we will fax it to you. If you have any difficulties please contact us at any time.

The Use of Bank Time

We are receiving reports' that some foreman are denying workers the use of bank time stating that they must use or schedule their regular vacation before they will allow the use of bank time, the following will clarify the contractual use of bank-time for employees.

10.01(d) Employees working overtime may elect, at the time the overtime is worked, to take time off with pay in lieu of overtime premium. When an employee elects to take time off with pay in lieu of overtime premium, they shall be paid for the overtime worked at their regular straight time hourly rate exclusive of any premium and shall bank an amount of time off which, at their regular straight time hourly rate, will be paid for by the overtime premium they would have been paid had they not elected to take time off. Banked time off is to be taken as arranged by mutual agreement between the Company and the employee.

For any banked time not taken:

(i) the Company will pay the employee the amount of the deferred premium at termination or on April 30th of the year following the year in which the overtime premium was banked;

(ii) the employee may transfer all or some of the deferred premium, as a pre-tax contribution, to an RRSP on January 31st of each year, or

(iii) with mutual agreement, an employee may arrange to take banked time off after April 30th, provided such arrangements are made and approved prior to April 30th.

In 2007 the Union filed a grievance against the Company stating that the Company was informing employees that they will not grant bank time until you have used or scheduled all of your regular vacation, the following correspondence is the resolve to the use of banked time grievance. The following is a response letter to the Union President from the Superintendent of Employee Relations at Fording River Operations.

Dear Don:

You requested clarification on how the Company intended to treat requests for banked time. Specifically, you expressed concern that supervisors may be taking the position that no banked time would be granted if an employee still had scheduled or unscheduled regular vacation available. Please be advised that this is not the position of the Company. Accordingly, we will be advising supervisors to fully consider all requests for banked time regardless of whether they have scheduled or unscheduled regular vacation in the bank. I hope this clears up any concerns you had in this regard.

On April 11th I responded back to the Superintendent of Employee Relations with the following letter.

Dear Glen:

*I requested clarification on the bank time issue; however you negated to clarify the most important question. **“Will employees be able to use their bank time if manpower requirements dictate?”***

On April 13, 2007 the Superintendent of Employee Relations responded with the following letter.

Dear Don:

"I am in receipt of your letter dated April 11, 2007 requesting further clarification of my letter to you dated April 10, 2007.

As you are aware, we discussed this matter yesterday on April 12. During that discussion I explained that the intent of my April 10 letter was to assure the Union that the Company would not differentiate between vacation and banked time requests. If a supervisor was in a position to grant time off, it would grant time off whether the request was for banked time or vacation. Therefore, in response to your question in your April 11th letter. "Will employees be able to use their banked time if man-power requirements dictate?" The answer is Yes.

During the April 12th discussion you agreed that man-power requirements are determined by supervision and vary from shift to shift depending on factors such as workload and number of people absent. I trust this clarifies the Company's position on the matter."

The grievance was resolved on basis of that commitment.

I hope that this clarifies the proper use of banked time. If you are told that you cannot have banked time but can use regular vacation, then you had better call your Union Hall, because that would be in violation of the above noted grievance resolved between the parties.

Let me clarify another point. This one is in regards to vacation scheduling. Vacation entitlements will be posted as soon as possible but no later than January 15th of each year. Employees may then indicate their preference in vacation dates to supervision up to and including February 15th. After February 15th of each year, supervision will schedule vacation in accordance with bargaining unit seniority for those employees who have indicated their preference. When scheduling the vacation, regular vacation will have preference over special vacation, and special vacation will have preference over banked time.

For example: if a worker with 30 years of seniority put in a vacation request for a set off in June using banked time and the next senior employee who requested that same set off in June had 10 years of seniority but was using regular vacation, the 10 year employee would get the set off because regular vacation has preference over banked time.

However if no one else had requested that same set off in June either by using regular vacation or special vacation, and the Company could allow more people off because manpower dictated that they could allow more people off, then the employee would be allowed the banked time off. If anyone needs further clarification on vacation scheduling or the use of bank time, contact the Union Hall at 250-865-2223, or send us an E-mail at usw7884@telus.net, outlining your situation, and we will do our best to help you out.

NOTICE

OPENING NOMINATIONS FOR USW LOCAL 7884 EXECUTIVE OFFICE

***For those interested in seeking Election to Local Union Office,
Nominations will be accepted for the following positions:***

<i>President</i>	<i>Positions (1)</i>
<i>Vice President</i>	<i>Positions (1)</i>
<i>Recording Secretary</i>	<i>Positions (1)</i>
<i>Financial Secretary</i>	<i>Positions (1)</i>
<i>Treasurer</i>	<i>Positions (1)</i>
<i>Trustee</i>	<i>Positions (3)</i>
<i>Guide</i>	<i>Positions (1)</i>
<i>Inside Guard</i>	<i>Positions (1)</i>
<i>Outside Guard</i>	<i>Positions (1)</i>
<i>Grievance Committee</i>	<i>Positions (4)</i>

***NOMINATIONS CLOSE AT THE MEMBERSHIP MEETING
USW Hall, 12 Water ST. ELKFORD BC - ON MARCH 21, 2012***

Nominations dropped off at the Union Hall must clearly state your name, who you are nominating and for what position, this nomination must be put into a sealed envelope addressed to the Recording Secretary Greg Hill. Nominations can also be made in person at the March 21st Membership Meeting.

If the person being nominated is unable to attend the March 21st Membership Meeting to accept his/her nomination, a letter of acceptance can be dropped off at the Union Hall in a sealed envelope at any time prior to the meeting, and must be in the hands of the Recording Secretary at the March 21st meeting.

Tellers will then determine who is eligible to run in the election following the guidelines set out in the USW Constitution.

Labour Management Meeting

The Union had a Labour Management Committee meeting on February 8, 2012 with the General Manager and all of the Superintendants. The follow are some of the highlighted Issues: All agenda Items in their entirety can be found on our Web-site.

Foreign Trades Recruitment

Heavy Duty Mechanic Recruitment Information

Industry requirements- Heavy Duty Mechanics (As of June 2011)

Heavy Duty Mechanics shortage- Mining Industry

British Columbia

Forecast Model Scenario	2010	2012	2015	2020
Expansionary	83	195	308	523
Baseline	49	132	217	391
Contractionary	9	58	103	215

Canada

Forecast Model Scenario	2010	2012	2015	2020
Expansionary	245	915	1618	2950
Baseline	130	635	1145	2185
Contractionary	-7	308	570	1214

Source: Mining Industry Human Resources Council

Notes: Low point of range represents a Contractionary Scenario and is based on the following assumptions: Labour Productivity Growth Rate 1.5%, Non-Retirement Separation Rate 2.0%, Avg. Retirement Age 59.5. The high point of the range represents an Expansionary Scenario and is based on the following assumptions: Labour Productivity Growth Rate 2.0%, Non-Retirement Separation Rate 2.0%, Avg. Retirement Age 59.5. The expansionary scenario assumes greater than expected growth in commodity prices and productivity, while the contractionary scenario assumes less than expected growth.



More than 700 companies advertising for HDMs on Service Canada Job Bank (As of Feb. 2, 2012)

Heavy Duty mechanics are one of the priority occupations in Canada as recognized by the Canadian Government. This list identifies occupations which are part of Canada's skills shortage

Teck Forecasted HDM Requirements

Year	Number Required
2011	64
2012	48
2013	41
2014	44
2015	37

2011 Heavy Duty Mechanic Recruitment Strategy

- *Increased Manpower at central Recruiting*
- *Hired additional hourly recruiter – dedicated trades recruiter with main focus HDMs*
- *Target areas of high unemployment due to industry closures*
- *Visited Kemess mine on announced shutdown. Sent maintenance foreman and lead hourly recruiter. Gave presentation to the employees. Lead to 1 Maintenance foreman hire (HDM)*
- *Targeted career fairs in locations across Canada*
- *Lethbridge – Sent team of 7 to Lethbridge for career fair targeting HDMs in particular. Advertising – newspaper, online and radio. 2 HDM hires, 1 maintenance foreman hire - (ticketed HDM) Attended the following career fairs: Red Deer – Saskatoon – Regina – Timmins – Sudbury – Ottawa – and Kingston.*

Advertising

More than \$450,000 spent in 2011

Bi-weekly newspaper advertising across Canada

Online advertising- Job posting boards. Indeed, Workopolis, Infomine, MABC etc.

Pay per click online advertising

Staffing Agencies

Currently using 6 staffing agencies who fulltime recruit HDMs to supplement Teck recruiting efforts

2011 HDM recruitment year end

Total HDM applications	739	
Qualified HDM Applicants	310	All qualified applicants contacted for a prescreen (JM HDM with IP)
CRC HDM Interviews	135	
HDMs Processed at site	86	
Total Hires	40	24 hires within Canada, 16 foreign workers (Jamaica)
Declined Offers	6	

The Company has informed the Union that because of all their unsuccessful efforts of recruiting Heavy Duty Trades, they will be hiring Foreign Trades workers at Fording River.

Even-though the Union is not in Favor of Hiring Foreign Trades Workers

Autonomous Drilling

- Pilot that will be done on 4 drill
- Drill able to drill 4 – 6 holes without an operator
- Technology currently exist (Morenci Cu Mine in Arizona)
- Self propel is the only piece not in place on FRO Drills
- 14 month project. Kick-off Feb/Mar

Sleep Monitoring System

Fatigue is a continuous process. There are no sharp boundaries between the different levels of fatigue. Consequently, there are grey areas between the different types of events categories.

Alert →→

Fatigue

No fatigued eye closures.

Resting closures, quick close and opening, eyes focused.

Drooping eyelids, slow closures, loss of eyelid control.

Micro-sleeps, eyes loose focus.

Micro-sleeps and head nods.

- Non-invasive micro cameras monitor eye/face reactions.
- Driver and Dispatch are alerted of a fatigue/sleep event while vehicle in motion.
- Conversation with driver if there was an event and if ok to drive.
- Accompanied with fatigue management training with workforce

- Not disciplinary in nature. Prevention.

Coveralls

- The Company has heard directly from employees that they would like see an increase in the number of coveralls and forego clothing allowance.

- The answer from the Union was – NO

Service – Crane Operator

- The Company wants everyone who applies for a Service Operator – Crane posting to first go through an aptitude test to determine their ability, and the senior successful applicant would get the posting. The Union would first like a sample of the aptitude test to determine the aptitude required to be successful. The parties will have further discussions after the Union has reviewed the written exams.

Random Drug Testing

- **Question:** Random Drug Testing – The Company has informed the Elk Valley Unions that they will be instituting random drug testing - All prevailing arbitral jurisprudence that the Union is aware of, does not allow or permit random drug testing. Is there something new that we are unaware of? Because of the controversy of this issue, we should arbitrate before the Company institutes any random drug testing policy on site.
- **Answer:** We won't make any commitments to how we are going to role this out, however we take the suggestion and will discuss it as we get closer to a firm introduction plan.

Contractors

- **Question:** What can be done to lessen the contractor population onsite with workers already employed by the company?

Answer:

We are continuing to apprentice at > 25% rate.

- We have increased our service person numbers to over 35 in order to free up trades hours.
- We are looking at training that will fill in some gaps in our employee's skill set. (So trades can work on both shovels/drills and trucks/auxiliary equip.)
- We continue to interview and hire tradesman.
- All opportunities are given to employees to work overtime.
- We will continue to supplement our shortfalls with contractors.



Blast Patterns

- Question: Fording assigned engineers to come on to a blast pattern to measure blast holes after we load the holes with explosives. The engineers want to see if we put the right amount of explosives into the holes. In our opinion – it is our job as blasters to do that type of work and not engineers. Engineers are not trained to do that type of work but also they are not allowed to measure a hole that contains explosives – it is the blasters’ responsibility to decided who is competent to come near explosives when we are on a blast pattern. Fording and the Mines Code have policies that states about the safety of handling explosives – can you let the company know that we as blasters wont put up or allow these guys coming on to a loaded blast pattern and trying to micro-manage our job.
- Answer: The engineering dept will from time to time engage in QA/QC monitoring. This can involve various measurements and observation in the field to ensure we have safe and effective blasts. All staff engaged in this activity review pertinent procedures and are working under the direction of an experienced supervisor. They are not handling explosives. They will ask permission to enter blast pattern from blaster in charge prior to entering.

W.C.B. Report

As many workers know, if they have a workplace injury the employer almost always informs them that they have light duty work available. The question is does a worker have to do light duty work and secondly, if they do not will the worker still be entitled to receive wage-loss from WCB? Unfortunately, there is no easy answer.

W.C.B. or as it is called now Worksafe, BC policy on light duty work is as follows:

Selective/Light Employment

Selective/Light Employment is a temporary work alternative offered by an employer that is intended to promote a workers general restoration to the pre-injury level of employment. Selective/Light Employment is generally offered at or soon after the date of injury. Selective/Light Employment arrangements must meet the following conditions:

- *The worker must be capable of undertaking some form of suitable employment.*
- *The work must be within the workers medical restrictions, physical limitations and abilities.*
- *The work must be productive, not token or demeaning.*
- *Within reasonable limits, the worker must agree with the arrangement.*

In cases where there is disagreement over the selective/light employment program, the Board will intervene and, if it determines after investigation that the workers reasons for not participating in the program are unreasonable, it may reduce the workers wage loss benefit. And so the answer is yes, if the light duty work does not meet the listed criteria then you can refuse the light duty work. If you are ever faced with this decision always contact the Union for assistance or you may find yourself in a position that wage loss will not be paid.

To give you a couple of good examples in a recent case a worker injured himself and ended up on crutches with an air-cast. The worker remained off work for a week and returned to work on light duties. The employer immediately contacted WCB and protested the payment of any wage loss payments as they had offered suitable paperwork type duties. Worksafe refused to pay wage loss as they had contacted the worker's physician and based on the evidence, determined the employer's offer of light duty work was suitable. The worker contacted the Union and appealed the Worksafe decision. The decision was reviewed and a new decision was reached that found that the worker's attending physician did not support that the worker participate in light duty work. The panel also determined that when the worker did do light duty office work which was reading SP&P's for 3 days, that this amounted to token work. They stated:" the repetitive review of these documents does not assist or promote the workers rehabilitation or general restoration to his pre-injury work."

In another recent case a worker suffered a workplace injury and participated in light duty work until he had to go for surgery to correct his medical injury. The employer offered him light duty work. After his surgery he tried to contact the employer with little success (it was a vacation shutdown) to advise them that his Doctor did not approve the light duty work. The worker did not go to work and the employer protested the workers claim for wage loss benefits. Worksafe BC denied the workers claim for wage loss benefits except for one week post surgery. Any other time loss would not be covered. The worker was in contact with the Union thru-out this period and together we appealed the Worksafe decision. Upon review the workers claim was allowed. As indicated by the worker his attending physician's did not support light duty work. The above makes it abundantly clear that the employer in most cases will protest your claim for wage loss if you turn down light duties and unfortunately Worksafe BC will agree with them in a lot of the cases. So make sure you are on good footing, follow the rules.

- *If you have an injury at work and you are offered light duty work. Find out clearly a description of the work being offered.*
- *Consult with your Doctor and make sure that they know exactly what's being offered, and if he does not agree, request that they clearly indicate this on their Worksafe report.*
- *If you do light duty work and it is not what was offered or it is simply token work, contact the Union immediately.*
- *Even if there are no problems, you should contact the Union Hall anyways so that we can be well prepared if problems arise.*

Doctor's Notes

We have been receiving complaints from workers having to provide a Doctor's when they are sick. The present law is that employers are entitled to request employees to produce a note verifying an absence where there are reasonable and probable grounds for doubting the validity of a claim that the reason for absence is illness. For example, if an employee phones in sick and the employer has received information that they were attending a wedding or other event, then the employee if requested by the employer to get a Doctor's note, would be obligated to get one. The examples could go on and on. If you have any doubts contact the Union Hall. The Union will continue to challenge all cases where the employer is requesting notes when they have no reasonable or probable grounds to do so.

As one arbitrator stated: "experience shows that not every illness which produces temporary incapacity or extreme discomfort requires professional medical attention insofar as treatment is concerned. To require a medical examination to be performed or a consultation to be held in every case of absence due to illness is to require useless services to be performed from the point of view of the physician and the patient. A very heavy cold might justify an absence. Most people can identify a heavy cold, he cannot cure it, but he might catch it himself if it were company policy to require employees with heavy colds to work, the company would expose other employees and customers to an unnecessary risk of infection."

And in another case: "we feel that to demand a Doctor's certificate of disability for every one or two days of absence is a nuisance to both the physician and the employee. Physicians do not wish to be used as policeman for industry deciding whether an employee time off is justified. In many cases we have to rely on the patient's account of their symptoms to judge the severity of their illness. If the employer cannot trust the employee when they state they are ill, why should the employer believe it when it is relayed through a physician's certificate?" If you are requested to bring a Doctor's note and you decide to go to the Doctor to get one, make sure they are aware that the only reason for your visit is to get a note for your employer. The physician should directly bill the employer for the costs of the visit and the writing of the note. It is our understanding that local Doctor's are doing just that. Always contact the Union Hall if you experience any problems.



Arbitration Report

- *We are presently waiting for a decision on a discipline arbitration held in December. It was the Union's position the discipline was excessive.*
- *We are presently arbitrating the coverall policy as workers do not have clean coverall coverage for all their work days.*
- *We are presently arbitrating an issue dealing with the Company exceeding the 5% cap on casual employees. It is in everyone's interest that casual employees are hired on permanently, as quickly as possible.*

Presently, it looks like we will have a very busy year not only arbitrating present problems but also eliminating our backlog. Looks like the Company is going back to their old ways. Why was it that we had previously had a relationship with the Company where we could resolve grievances? We had a period of years where we had no arbitrations and grievances were resolved between the parties. The Union leadership has not changed, the issues have not changed, and the only thing that has changed is the management. For more information, contact the Union Hall at any time.

General Membership Meetings

Get involved and Get Educated, Attend Your General Membership Meetings every third Wednesday of the Month @ 5pm

Want to Rent the Union Hall?

\$150.00 for Members

\$300.00 for Non-Members

***Your Local Union Web-Site
(Can be found at) usw7884.com***

UNITED STEELWORKERS: ANTI-HARASSMENT POLICY

There are two principles fundamental to the labour movement: Human Rights and Solidarity. Harassment strikes at the heart of both. Steelworkers will not tolerate nor condone behaviour that is likely to undermine the dignity or Self-esteem of an individual, or which creates an intimidating, hostile or offensive environment. As Steelworkers we must speak out against Harassment and stand together to protect human rights.

Harassment is not a joke. It is an expression of perceived power by the harasser over another person, usually for reasons over which the victim has little or no control. Prohibited grounds under Human Rights Codes across Canada can include sex, race, age, marital status, sexual orientation, gender identity, disability, political or religious beliefs and place of national origin.

Harassment can be defined as any action (verbal, psychological or physical) on a single or repeated basis which humiliates, insults or degrades and is known or ought reasonably to be known to be unwelcome by the victim of the harassment. Harassment can include but is not limited to: unwanted comments, slurs, racist or sexist jokes, pictures or posters, bullying or intimidation, graffiti, physical contact of any kind, remarks about a person's appearance or personal life, unwelcome sexual advances or demands, suggestive looks or gestures.

Steelworkers take Harassment complaints seriously. Complaints of Harassment will be investigated by one of our Anti-Harassment complaints counselors and reported to the Canadian National Director for any necessary follow-up. A substantiated complaint will result in action by the Union.

Harassment can come from a colleague, a supervisor, a subordinate, another person in the workplace or from a member of the public. "We can't make people like each other. But we can through concrete action, promote mutual respect in our Union." Everyone is entitled to a harassment-free workplace.

Harassment is unacceptable and will not be tolerated. If anyone feels that they are being harassed, please contact your Union Hall Immediately.

Teck Sets Records for Earnings, Revenues and Production

Vancouver mining company Teck broke record after record in 2011, ending the year with \$4.4 billion in cash and a stay-the-course business strategy that chief executive Don Lindsay described Thursday as "looking pretty good."

"This banner year is a reflection of the strong fundamentals of our business, particularly in coal and copper," Lindsay said during a conference call with investment analysts on Teck's fourth quarter and year-end financial results. "We feel we are strongly positioned for 2012."

"We had record revenues, record gross profits, record copper production, record material moved at our coal operations," he said. "We increased the semi-annual dividend - up 33 per cent so it is now 80 cents annualized - and lastly, we bought back shares," Lindsay said in summing up the year for the global mining company.

He said Teck's stay-the-course growth strategy includes increasing copper production per share, more coal production per share, and a growing energy business that is expanding into the Alberta oil-sands. Teck will have a 3.5-billion-barrel oil-sands resource once its acquisition of Silver birch Energy, announced in January, goes through in mid April.

Lindsay said the cash-rich company does not anticipate it will be a takeover target and likewise, it does not have its sights on any acquisitions itself.

"The stay-the-course strategy looks pretty good to us and we are very pleased that we have that position that we can exploit," he said. "If we see another opportunity that looks like it could make the situation even better, then we will act. But so far we haven't seen anything."

Teck's \$4.4 billion in cash gives the company a solid balance sheet that positions it to fund its internal growth projects, Marcia Smith, senior vice-president of sustainability and external affairs, said in an interview.

Besides expanding into the energy sector, Teck is looking at restarting its Quintette mine at Tumbler Ridge at a cost of more than \$600 million and is planning expansions at its southeastern B.C. coal mines, Smith said. Further, Teck has two major projects in Chile, development of its Relincho property, which Teck acquired in 2008, and an expansion project that will double copper production at its Quebrada Blanca mine. That project is nearing the end of its feasibility study phase.

"All of those development projects require large amounts of capital so building our cash balance to fund those projects ... makes sense to us," Smith said. Teck announced record annual profits of \$2.7 billion, or \$4.52 a share, up 47 per cent from \$1.8 billion in 2010, and record cash flow from operations of \$4.6 billion, up 37 per cent from 2010. Profit in the fourth quarter alone was \$637 million, or \$1.08 a share, the company reported.

The positive results were not without their challenges, however. Despite record copper production of 321,000 tonnes, Teck did not meet its target of 400,000 tonnes. The target for coal production was not met either.

"We are really keen to see the copper business unit hit that annualized 400,000-tonne rate by the middle of the year and there is going to be a lot of focus on that to make sure of that. That's probably an area where we feel we underperformed in 2011," said Lindsay.

Teck rode strong copper and coal markets in 2011. Both commodities had record average prices. However the mining company noted prices for both copper and coal dropped toward the end of the year.

"While there was a significant rebound in copper prices subsequent to year end, coal prices have not rebounded and coal markets remain weaker than those we experienced in the first half of 2011," the company stated in its quarterly financial report.

All this Teck Profit - Thanks to their Hard Working Dedicated Employees

Can you believe this profit, and the Company is fighting to make sure that their employees don't get enough Coveralls to protect them at work. All this profit and the Company is fighting to make sure that their trades people don't get a 65% rebate on the tools they feel they need to do their job. All this profit and the Company cut's the retirement gifts for 30-40 year employees from \$1,000.00 to \$800.00. All this profit and the Company can't shut down for one day at Christmas so their Employee's who made them this profit; can spend Christmas with their families.

*Sorry we forgot; Don Lindsay President and CEO's Total Compensation package increased in 2009/2010 year from
\$4,992,038 Million Dollars in 2009 to
\$7,406,014 Million Dollars in 2010*

We apologize for Complaining.

SHOW YOUR UNION CARD

If you have or know of any Local businesses who wish to participate in this program please have them contact the Union Hall at 250-865-2223 or usw7884@telus.net

Here are the participating businesses.

1. The Cottonwood Tree (Fernie)

- Health Food store
- 10% off products

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. Elk River Guiding Company - Fernie, BC

- 15% off

8. W.E. Insurance (Home and Auto)

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

9. W.E Tax Services

- Call 1-800-845-1181

10. Lazy Bear Lodge – 621 Cranbrook St – Cranbrook BC 250-426-6086

toll free – 1-888-808-6086 \ \$45.95 single - \$49.95 double

Show your Steelworker Card at any of the above noted Businesses for the Steelworkers Rate

