

ON THE LINE

Employment of Foreign Workers

The Company sent the Union an e-mail requesting that the Union support their application to the Provincial and Federal Regulatory agencies for a Labour Market Opinion that will allow them to recruit Foreign Workers to help them supplement their recruiting efforts to fill Trades positions. The E-mail further stated that they were not being successful currently in requiring qualified trades

within Canada. They further stated that their first priority continues to be to require within Canada, but without being able to supplement the Canadian recruiting with international candidates, they are not likely going to be able to replace retirees and normal attrition with only Canadian workers.



The Union met with Teck Coal officials at their Sparwood office so that they could enlighten us as to exactly what their intentions were regarding these foreign workers. The Company stated that they want to sponsor 19 Jamaicans and 4 Filipino Heavy Duty Mechanics to their Elk Valley Coal Mines. They will hire them as Teck Coal employees and they will be paid the trades rate and will be based out of the Sparwood Teck office where they will complete a five (5) week training period so that they are able to achieve their inter-Provincial Red Seal status. Once they write and pass their interprovincial exams they will be distributed throughout the Elk Valley coal mines. The Company's intent is to sponsor these workers and their families to attain permanent residency in this country. The four (4) Filipinos will go to Greenhills, four (4) of the Jamaicans will go to the River and the rest of them will be distributed to Elkview, Line Creek, and Coal Mountain. At the point that they are hired at the respective mine-sites they will then become full time permanent employees.

The following is the Union's written response to Teck Coal regarding the Company's requested Support.

July 12, 2011
Mr. Glen Campbell
Manager Human Resources
Teck Coal Limited
Box 1777
Sparwood, B.C.
V0B 2G0

Fax: 250-425-3330

Dear Glen:

Re: Foreign Workers

Further to our conversation, I am writing to express my concerns as well as echo the concerns and frustrations of those who make up our USW Teck Chain and Elk Valley Coalition of Unions (Chris Nand Local 9346 Elkview, Richard Boyce Local 7619 Highland Valley Copper, Doug Jones Local 480 Trail, Chuck Macklon Local 9705 Trail, and Gordon Nearing Local 7292 UMWA Coal Mountain). We are totally opposed to Teck's plan to bring in foreign workers to work at their operations.

We have heard nothing concrete that would lead us to believe that this request is legitimate. We are not buying into your excuse that there is a lack of skilled labour here in Canada. Teck has known for years that once the economy started to pick up, they would have to work harder at attracting and retaining skilled labour.

We have many members presently working at our operations that would, in a heartbeat take a job as an apprentice if it were offered. Couple this with the thousands of Canadians graduating from schools not only in the Elk Valley but across the country that would love the chance to become a Certified Tradesperson.

Thousands, under employed in minimum wage jobs that would welcome the opportunity to train as an apprentice in the mining industry, thousands of single mothers without jobs, that would welcome an opportunity as well.

And let's not forget our First Nations People, what have you done to offer them trades training opportunities? Furthermore just a couple of days ago I was listening to a news report which spoke of all the Canadian Troops soon to return home, many will be looking for work. Were any of these individuals offered the same lucrative package that you are floating out there to foreign workers?

We are wondering just what news papers you advertise in? Just what qualifications are you asking for? Have you advertised for uncertified trades, with an offer that you will provide them with 5 weeks of training in order to prepare them to write an Interprovincial ticket and receive Journey person status? How does the foreign apprenticeship training programs compare to ours? We would think this information would be fundamental to ensure these new foreign workers could perform the jobs adequately and safely.

Is your Hiring Recruitment center working efficiently? I personally know of a Journeyman Welder who applied many times to the Elk Valley Coal Mines he had a spotless impeccable resume for employment. He had a longstanding work history and just wanted to get out of the oil fields and have the stability of a 4 x 4 job in the Elk Valley Coal mines, and be able to spend more time with his family in Cranbrook. After many applications and the frustrations of not receiving a response from the recruitment center, he called me at our Union Hall. I told him that all the mines in the Valley were looking for Journeyman and that I would forward his resume to the appropriate people at our mine site and that he should be receiving a call. I faxed a copy of his resume up to Fording River and they assured me that they would forward it to the appropriate people. A couple weeks later I had called back to Fording River to inquire as to the status of the Journeyman's application for employment, I was assured that the Requiring Center had called him and the process was in the works. Approximately two (2) months later I happened to see the Journeyman in question and asked him about his interview, he said that he had never received a call. I informed my contact at the mine-site that no one had contacted the applicant for interview and I was assured that they would check into it. To make a long story short, nine (9) months later the Journeyman has never received a call and continues to work in the oil patch making \$300,000.00 a year.

I was also just talking with a Journeyman Electrician who informed me that it took him many applications and unanswered calls before getting hired. The frustration of individuals applying for jobs within the Teck Coal organization has them seeking employment elsewhere. Trades people are in great demand and we cannot afford these missed opportunities.

In our opinion you are going about this all wrong, and it is unnecessary. First of all it is high time each and every Teck Operation took on many more apprentices. Start today, that way four (4) years from now it will no longer be a problem. Secondly, get your house in order at that recruitment center, because the above mentioned are only a couple of the many frustrated stories of people calling for jobs and not receiving timely responses.

Coverall's

We already have a problem with the interpretation of the language that was negotiated in the last round of Bargaining, regarding the issuance of coveralls. The following letter was sent to the General Manager, also attached is his letter of response. This will clearly outline the issue.

June 22, 2011

Mr. Richard Tremblay, General Manager
Teck Coal Fording River Operations
Box 100
Elkford, B.C.
V0B 1H0

Dear Richard:

Re: Coverall Issue

The Union has encountered a situation regarding the negotiated issuance of coveralls, where the Company now states that the cleaning of coveralls will be sent off-site, whereby employees could use two pair of coveralls during their first two shifts and have no coveralls for their last two shifts because the Company sends the coveralls off-site for laundry at the end of a workers work period.

During negotiations the Unions proposal was coveralls for all employees. Through the negotiating process the Company agreed to coveralls however proposed to eliminate the laundry facilities. The Union maintained their position on coveralls and maintaining laundry facilities and the Company ultimately agreed to the issuance of two pairs of coveralls to all employees, maintaining the laundry facilities, and that the coveralls would be replaced on an as needed basis.

For the Company to now take the position that they are sending the coveralls off site for cleaning and that if a worker uses their two pair of coveralls before the end of their set of shifts, that they will not be issued any other coveralls on an as needed basis, is in direct violation of the intent of the language that was negotiated between the parties.

The Union expects the Company to uphold the negotiated deal reached between the parties, by maintaining the laundry facilities, and by having the coveralls replaced on an as needed basis.

I thank you for your time and await your response.

Don Takala, President
U.S.W. Local 7884

The following Letter is the Managers Response:

July 5, 2011

Don Takala
USW, Local 7884
P.O. Box 36
Elkford, B.C. V0B 1H0

Dear Don:

Thank you for your letter of June 22, 2011 regarding coveralls. In your letter, you conclude by stating that you expect the Company “to uphold the negotiated deal reached between the parties”. I assure you that I have every intention of doing exactly that.

I recall discussions during bargaining about sending coveralls offsite for laundering. As we made clear during bargaining, we do not have the physical capacity to continue with our current laundry service and to add the laundering of coveralls also. The only way we would be able to launder coveralls is to use an external resource.

Additionally, we never viewed or described this to be a program that was going to provide fresh coveralls on a daily basis. Quite the contrary, the two pairs of coveralls were to supplement an employees work clothes. An employee can use the \$125 clothing allowance to supplement with additional pairs of coveralls if needed.

I’m sorry that there appears to be some confusion on the coverall issue. It appears to me that the vast majority of the workforce was happy to finally get them and we are steadily moving down the path of getting them to site. I hope they end up as a positive item when they arrive as it would certainly be a shame if coveralls somehow turned into a negative thing.

Regards,

Richard Tremblay
General Manager, Fording River Operations

The parties will be meeting sometime in early September to discuss and hopefully resolve this dispute.

An Overview of the Humanity Fund



The Steelworkers Humanity Fund is a registered Canadian Charity funded by USW member contributions that has for more than 25 years supported international development projects, provided emergency humanitarian aid for disasters around the world, supported food banks across Canada, and offered an education program for Steelworker members.

The Steelworkers Humanity Fund, created in 1985, was the first union-based international development organization of its kind, and it continues to be a practical expression of the USW's commitment to active solidarity with those fighting poverty, injustice, and joblessness around the world. Individual USW members contribute to the Fund through clauses negotiated by the Union into collective agreements that provide for pay-roll deduction of charitable contributions, and for matching employer contributions. In total roughly \$1 million is raised in this way to support international relief, anti-poverty and labour development programs as well as relief efforts in Canada such as food bank donations and natural disaster assistance. The Steelworkers Humanity Fund has become a model for other unions in Canada. The Steelworkers Humanity Fund is one of the best examples of the ethics of generosity and solidarity that lie at the heart of democratic trade unionism.

Structure and Functions

The Steelworkers Humanity Fund is an incorporated registered Canadian charitable organization (Registration # 11917 2278 RR0001). It is governed by a board of directors made up of elected leaders of the United Steelworkers as well as officers and activists from Steelworker local unions. The president of the board is the Steelworkers National Director, Ken Neumann. Decisions on which projects to fund are made based on recommendations of the Project Review Committee (PRC), which includes one USW local activist from each of the union's three Canadian Districts.

The Steelworkers Humanity Fund is active in four broad and interrelated areas:

- emergency relief / humanitarian aid
- international development projects
- development education, and worker exchanges for USW members
- support of policy analysis and research, and advocacy around themes of: the causes of poverty, human and labour rights, access to economic and social justice and alternative economic models

Project support for labour and community organizations is our basic work. Our education program operates in tandem with the Steelworkers general education program, and provides educational opportunities for union activists to deepen their understanding of the global economy and alternatives to corporate globalization. Our worker exchange program involves organizing trips by local union members to visit the projects their contributions support. Our policy and advocacy program brings the issues back home, recognizing that many of the causes of poverty and suffering in the 'South' rest with institutions and practices in the 'North'. The Humanity Fund joins other Canadian non-governmental organizations in advocacy campaigns around aid and development policies, labour rights and fair economic relations between North and South.

What Kind of Work Does the Fund Do?

Contributions from Steelworker members make it possible for the Steelworkers Humanity Fund to provide emergency assistance to victims of disasters around the world, and provide funds that enable them to rebuild their lives and communities. Contributions are also used to support long term development projects to assist trade unions and community organizations to create livelihoods and jobs, and to build their organizations so that they can create inclusive economies that allow people to escape poverty. The Steelworkers Humanity Fund provides immediate aid to relieve suffering, while at the same time funds projects that attempt to address underlying structural issues and the causes of poverty. We thank you for your contribution of 1 cent per hour from your pay cheque into the Steelworker's Humanity Fund. The money goes to great causes to help the needy and underprivileged people around the world. This is a voluntary deduction, but please just realize before you think about cancelling your deduction, on a 96 hour pay period, 96 cents is deducted off your pay check, and this helps 1000s of people in need. If you want more information on the Humanity Fund and its causes, please go onto Google and type in Steelworkers Humanity Fund. They are doing a lot from a little from everyone, and we thank you for your continued support.

Steelworkers Contribute \$50,000 to Flood Relief Efforts

The Steelworkers Humanity Fund is contributing \$50,000 to Manitoba and Saskatchewan communities devastated by historic flooding. The United Steelworkers Union and its members are rallying to support flood relief efforts in southern Manitoba and Saskatchewan.

"I am pleased to announce the Steelworkers Humanity Fund is contributing \$25,000 to Manitoba communities most in need of assistance," said Cory Szczepanski, President of Steelworkers Local 7913.

"Steelworkers are actively engaged in community efforts to help our friends and neighbours who are being so dramatically affected by these historic flooding levels," said Szczepanski, who also is President of the United Steelworkers Southern Manitoba Area Council. Szczepanski will be joined by other Steelworkers and Brandon Mayor Shari Decter Hirst at City Hall tomorrow, Wednesday, June 29, to present a \$25,000 cheque to the Canadian Red Cross. The presentation will be made at 11 a.m. A similar \$25,000 contribution is being made by the Steelworkers Humanity Fund to assist with flood relief efforts in southern Saskatchewan. "Steelworkers members also have been raising funds on their own and volunteering on the front lines in their communities, sandbagging and doing whatever they can to help their neighbours," Szczepanski noted.

Founded in 1985, the Steelworkers Humanity Fund is a registered charitable organization focusing primarily on development projects and emergency aid in developing countries. The Fund also supports Canadian communities in crisis. Steelworkers members contribute to the Fund through clauses negotiated into their collective agreements. "From our own communities to people in need around the world, the Steelworkers are there to help," Szczepanski said.



Steelworkers one step closer in bringing Weyerhaeuser to court over worker's death

The private prosecution against Weyerhaeuser Inc. over the 2004 death of New Westminster sawmill worker Lyle Hower moved one step further in the courts Wednesday when provincial court judge Terese Alexander ruled that a summons be issued to Weyerhaeuser. Judge Alexander made the decision to issue process against Weyerhaeuser in a closed hearing, after hearing the evidence supplied by the United Steelworkers union. Weyerhaeuser has yet to present its side of the story. The summons to appear gives the forest company that opportunity.

Hower was 55 on Nov. 17, 2004, when he died a horrible death; a death that the United Steelworkers believes was totally preventable. He volunteered to enter the bottom of a hopper - called a hog - filled with wood debris to clear a jam. The debris came loose and smothered him. Although against Work Safe BC regulations, the practice of entering the hopper from below was a common practice at the mill. A subsequent investigation found the company showed willful and reckless violation of safety regulations and Weyerhaeuser was fined \$297,000 by Work Safe BC, the largest fine ever levied by the agency.

Despite a recommendation from New Westminster police that charges be laid, Crown counsel chose not to proceed with charges, arguing that although it would be in the public interest to prosecute, there wasn't a substantial likelihood that it would be successful. The Steelworkers then launched their private prosecution last March under the Westray Amendment to the Criminal Code, passed in March 2004, in response to the 1992 deaths of 26 coal mine workers at Nova Scotia's infamous Westray mine.

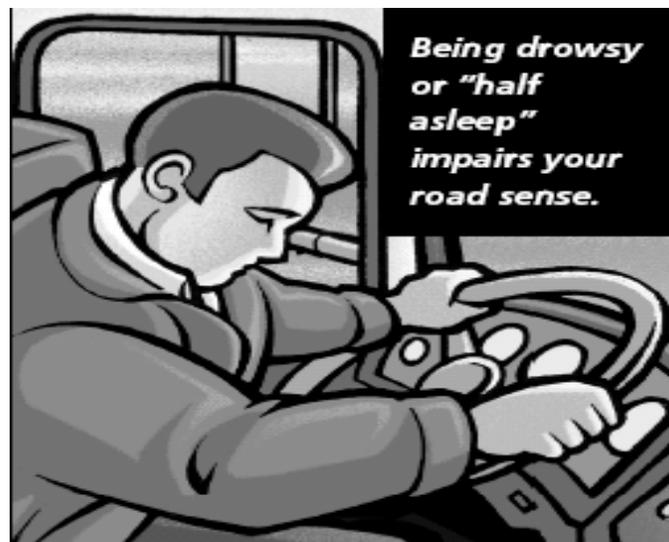
The Steelworkers pushed for the amendment but have yet to see a successful prosecution. They are hoping the Hower fatality will be the first, even if they have to do all the legwork themselves." The judge in the case has determined that Weyerhaeuser should be served a summons to appear in court. Its huge news for us," said Steelworkers regional director Steve Hunt in an interview after the court hearing. "We have a criminal code; a worker died; the New Westminster police levied charges; Work Safe BC levied the highest fine in history, and we just looked at this death. . . . and said this is just not right. Why do we have the law on the books? Why do we have a criminal code at all if people go to work to die and there is no deterrent to the law? That's what it was put in for." Hunt said. The next step is for the B.C. Criminal Justice Branch within the Attorney-General's ministry to decide whether to take over the case or to enter a stay of proceedings on the Steelworkers' charge. The branch has a policy not to allow a private prosecution to proceed, and a decision could be made within a month.

Vancouver lawyer Glen Orris, representing the Steelworkers in court, said in an interview that under the normal course of events, the Attorney-General would step in at this point to either take over the case or let it die. "We have, I hope, demonstrated to the attorney-general a different way of looking at the potential evidence or a different way of looking at the relevant law," Orris said. "I hope, obviously, that the Attorney will take over the prosecution and run with it." The mill where Hewer died was shut down in 2007.

Shift Work: Impact of Fatigue on Driving - Carman Draper

Working shifts can result in significant fatigue making the risk of driving greater. Over 40% of shift workers report having nodded off while driving to and from work; 24% report this happens several times a month. 60% of shift workers report feeling drowsy at work several times a month; 11.6% report feeling this way several times per shift. Young adult truck drivers and shift workers are most likely to drive drowsy. National Transportation Safety Board estimates 31% of driver deaths about 1,500 are fatigue related each year. People 16-24 get less sleep than any other age group; this puts young adults at high risk. The most dangerous hours for sleep-related accidents are between midnight and 7am and 2pm and 5pm.

There are some warning signs to pay attention to: You're yawning, not able to keep your eyes open, you forgot the last few minutes you drove, you're wandering out of your lane and you cannot concentrate, your thoughts start wondering. To prevent being susceptible to drowsy driving, here are a few tips. Get enough sleep 7-8 hrs; take breaks if you're drowsy, pull over get some air, caffeinated drinks are ok in moderation. If you think you may have a sleep disorder see your physician



Compassionate Care Leave

In 2006, the Provincial government introduced amendments to the Employment Standards Act providing compassionate care leave for employees. This legislation serves as a complement to federal legislation providing employment insurance benefits for compassionate care leave.

The proposed amendments provide for up to 8 weeks of unpaid leave to provide care or support to an ailing family member. The family member must be suffering from a serious medical condition posing a significant risk of death within 26 weeks of the earlier of the date of the certificate or the date the leave commenced. In order to qualify for the leave, the employee must produce a certificate from a medical practitioner confirming the family member's medical condition and imminent risk of death. The certificate must be provided to the employer "as soon as practicable". For the purposes of the Employment Standards Act, a family member means a member of the employee's immediate family. This includes the employee's spouse, child, parent, guardian, sibling, grandchild or grandparent. It can also include any other person living with the employee as a member of the employee's family.

Compassionate care leave must be taken in units of at least one week in length. The entitlement to the 8 weeks of leave expires at the end of the 26 week period mentioned above. If the family member does not die during the 26 week period, however, the employee may take a further leave after obtaining a new certificate. Employees who are taking an unpaid compassionate care leave may apply for E.I. benefits during the leave, it provides for up to six weeks of wage replacement benefits for the employee who must take unpaid time off work to care for a family member with a serious medical condition. There is a two week waiting period for the benefits to commence.

There are certain procedural requirements which must be met in order to qualify to receive E.I. benefits during the leave. Similar to the BC legislation, a doctor must issue a certificate stating that the family member has a serious illness, there is a risk of death within 26 weeks, and the person requires a family member to provide care or support. Care or support is defined in the E.I. Act as providing psychological or emotional support, arranging for outside care, or directly providing or participating in the care. Compassionate leave benefits can be split among family members of the family, although each must apply individually. If you require further information on Compassionate Care Leave contact the Union Hall for assistance.

Reporting Workplace Injuries

To often workers run into problems with WCB when injuries/incidents are not reported. For example, a worker lifting a wheel chock feels a pull or strain in his back. The worker returns to work in pain, the next day he reports the incident and subsequent back problems to his foreman and first aid. The worker then leaves work and goes to the Doctor and after testing it is determined that the worker requires surgery.

The WCB Board denies the workers claim because they did not report the incident injury promptly, or in other word's it may have happened somewhere outside of the workplace. Now the worker has to wait for surgery which could be several months. The worker receives no assistance from WCB, and the worker will have to appeal the WCB decision denying the claim, which will also take several months.

The employer as it has in many occasion's will support the WCB decision denying the claim. The employer will argue either in writing or at an oral hearing that the claim should not be accepted because it was not reported in a timely way. The worker has surgery and misses months of work, again no WCB coverage.

The worker ends up with lifetime problems. The worker loses their appeal to WCB. The worker loses thousands of dollars and possibly their job. All of this because of not reporting to first-aid and reporting an injury. Don't roll the dice, always report immediately to first-aid and make a record of your injury. No matter how minor. YOUR FUTURE MAY DEPEND ON IT!

We would also like for any of our members who have had to attend WCB related medical appointments in which they had to travel to please contact the Union Hall. The WCB continues to try to pay Bus fare rates which are not appropriate. We have successfully won appeals on this issue and will continue to do so.

“BE SAFE AND REPORT ALL INJURIES”

***This Report is submitted from Your
COMPENSATION COMMITTEE***

Union Representation (When Do I Need It?)

Our Collective Agreement (CBA) allows for Union representation for certain circumstances. Firstly, Article 7:03 contemplates that a variety of disputes or complaints may arise from time to time. You should talk to your immediate supervisor and hopefully resolve the issue. If you cannot reach a resolve a Shop Steward should be contacted as soon as possible so that they can provide advice and meet with a member of management to discuss the complaint or dispute. When discipline is being contemplated by management, you have the right to Union representation; management must offer you the option of having a Shop Steward present.

It has been our experience that all workers who face a possible disciplinary meeting should always exercise their right to representation. The Shop Steward is there to advocate on your behalf, they will have knowledge of similar incidents and the past practice. They will make sure the issues are properly identified up front and have the opportunity to provide you guidance. Sometimes, the issues are clear and the Shop Steward will make sure that notes are taken to reflect the meetings discussions. In many cases, the Shop Steward will be able to provide argument and ask questions on matters that you did not think of. The right to representation is one of the most important rights that you have so take full advantage of it, if you have any questions call us at the Union Hall. Stop by or send us an e-mail. 250-865-2223 or usw7884@telus.net



Attendance Review Program

As a lot of people are aware, the Company has had another round of meetings with employees who have missed more time than the Company determined as an acceptable absenteeism rate.

After, the meetings with employees the Company send's out individual letters to each employee interviewed. The letters are basically a form letter which includes the particular individual's absenteeism percentage. We have had numerous complaints from employees about the attendance program and the follow up letters.

These complaints vary from, a meeting was held when no meeting has occurred. The letters indicate dates that are wrong. In one case the letter indicated that a meeting was held when the employee was not even in the country.

Many employees who have received these letters feel that the Company's accusing them of wrong doing, when all that happened is that they got sick or had an accident. When we the Union review these letters, we can certainly understand how and why employees are concerned.

The letters talk about consequences of the employee's absenteeism and are told not to exceed the mine-site average or they will be monitored. Finally they end the letter with a threat of possible termination of employment.

It is our opinion that the whole process is poorly designed. We understand that the Company is entitled to have an attendance program, however to threaten employees with possible termination when that possibility is not realistic, is wrong.

We have attempted to talk to the Company about this program with no success. The good news is that no employee has in fact lost their employment due to the attendance program. The Company fully understands that the Union will take them to task if they decide to take any action against our members.

If you are on the program and have any concerns or you feel inappropriate comments have been made, let us know by calling the Union Hall (250-865-2223) or talk to your Union Steward.



2011 Retiree's To Date

Warren Seifrit – Senior Loader Operator – 35.5 Years Service
Bill Statham – Serviceman – 35.5 Years Service
Paul Harman – Machinist – 35.5 Years Service
Murray Haight – Haulage Driver – 35 Years Service
Don Cederholm – Shovel Operator – 34.5 Years Service
Lorne Lalonde – Loader Operator – 34.5 Years Service
John Rees – Millwright – 33.5 Years Service
Bob Teron – Equipment Operator – 33.5 Years Service
Subhash Aggarwal – Driller – 33.5 Years Service
Hans Sorenson – Electrician – 32 Years Service
Hermi Deluna – Electrician – 32 Years Service
Paul Seward – Heavy Duty Mechanic – 32 Years Service
Larry Olson – Heavy Duty Mechanic – 32 Years Service
Choong Hoh – Bucker – 32 Years Service
Al Loughheed – Haulage Driver – 32 Years Service
Wayne Bryenton – Haulage Driver – 32 Years Service
Aline Hollowink – Driller – 31.5 Years Service
Rodger Rose – Blaster Tr – 31.5 Years Service
Phil Henri – Haulage Driver – 30.5 Years Service
Bob Herdman – Welder – 31 Years Service
Jack Schultz – Warehouseman – 31 Years Service
Terry Mellen – Haulage Driver – 31 Years Service
Reg Day – Haulage Driver – 30 years Service
Lloyd Schille – Heavy Duty Mechanic – 13.5 Years Service

You're Employee Assistance Program

Your Employee Assistance Program (EAP) is a confidential and voluntary support service that can help you solve all kinds of problems and challenges in your life. You and your immediate family members (as defined in your employee benefit plan) can receive support over the telephone, in person, online, and through a variety of issue-based health and wellness resources.

IS THE SERVICE CONFIDENTIAL?

Yes. Your EAP is completely confidential within the limits of the law. No one, including your employer, will ever know that you have used the service unless you choose to tell them.

HOW MUCH WILL IT COST?

There is no cost to use your EAP. You can use the service for free. If you need more specialized or longer-term support, your EAP will help you select an appropriate specialist or community service that can provide assistance. While fees for these additional services are your responsibility, some may be covered by your provincial or organizational health plan.

HOW CAN THE SERVICE HELP?

Your EAP offers immediate, confidential support for:

Personal Well-Being: Personal stress • Depression • Grief and loss • Anxiety • Aging and midlife issues • Life transitions • Mental health and well-being • Managing anger • Crisis situations • Traumatic experiences.

Relationship Issues: Communication • Building healthy relationships • Relationship conflict • Separation/divorce • Domestic abuse.

Family Issues: Parenting tots to teens • Blended families Family relationships • Communication

Single parenting • Aging parent concerns.

Addictions: Alcohol • Drugs • Tobacco • Gambling • other addictions • Post-recovery support.

Workplace Challenges: Workplace conflict • Performance worries • Career planning • Violence • Harassment • Work-life balance • Work-related stress.

CONNECT WITH YOUR EAP.

Immediate, confidential help is just a phone call away,

Toll-free, 24 hours a day, seven days a week:

1 800 387-4765 (TTY Service: 1-877 -338-0275)

For online Counselling visit: **www.shepellfgi.com/ecounselling**

For online resources visit: **www.shepellfgi.com**

Your Shepell.fgi EAP is a confidential service available to you and your family members as part of your company's health care benefit package. There is no cost to use the EAP.

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 your 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.

Management Styles

Treatment of workers by some management staff has not changed, there continues to be some ongoing complaints at the Union Hall regarding how some of the Management interacts with their workers. We have complaints that a few of the foreman are sarcastic, and disrespectful when dealing with some of their employees.

If you find yourself being treated or talked to in a disrespectful manner, contact the Union Hall and we will immediately investigate and if necessary conduct a meeting with the appropriate personal to correct this problem.

For the record most of the Management staff treat their workforce in a dignified and respectful manner, however a select few must believe that their sarcastic disrespectful approach in the workplace maintains superiority and power.

Many workers will leave their employment early, and find another job, mainly because their boss is a disrespectful arrogant unprofessional. In these labour times Company's cannot afford to loose their skilled workers because of some arrogant disrespectful boss who believes he is superior because he has a title beside his name.

The Union will no longer tolerate your behavior. We all have a job to do. "You have a problem with a worker, then you had better treat that worker with dignity and respect, and communicate in a calm rational manner when resolving it, or we will discuss your attitude in the Managers office.



"Mr. Batson, can I speak to you as a human being?"

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

General Membership Meetings

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

Every Month of the Year except
August and December

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 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 your 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.

SHOW YOUR UNION CARD

Here are the participating businesses. Just show your Union Card to get your discount at the following 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. Ski Base - in Fernie, BC

- 10% off

8. Fernie Sports - Fernie, BC

- 10% off

9. Elk River Guiding Company - Fernie, BC

- 15% off

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

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

11. W.E Tax Services – Call 1-800-845-1181

Family Responsibility Leave

This section of the Employment Standards Act was included in order to assist employees to meet work and family responsibilities. I will provide the following background information on this provision. Family responsibility leave is an employee initiated unpaid leave designated to help employees deal with family problems that conflict with job responsibilities.

*This leave applies to members of the employee's immediate family or to persons living with the employee as a member of his or her immediate family. **Immediate family** is defined to mean the spouse, child, parent, guardian, sibling, grandchild or grandparent of an employee, and any person who lives with an employee as a member of the employee's family.*

It includes common-law spouses, stepparents, stepchildren, and same sex partners and their children as long as they live with the employee as a member of the employee's family. It does not mean parent-in-law or any other relative by marriage, unless that person lives with the employee as part of the employee's family.

*Family Responsibility Leave is **an employee entitlement**, not something that may or may not be granted at the discretion of the employer. The employee is to be granted leave on request. The request does not need to be made because of a crisis or emergency but it must be related to the care or health, and in the case of a child education, of a member of the employee's immediate family.*

While notice is not required, the employee is encouraged to give reasonable notice so as to allow the employer time to accommodate the absence. Employees should be prepared to provide the employer with sufficient information to demonstrate that the request for a leave is valid.

If the employee is relying on Section 54(1) (attached), which states that an employer must grant the leave to which the employee is entitled, then the employee must establish entitlement by providing sufficient information about the nature of the leave to show it is for reasons set out in Section 52(a) and (b) attached, however not to the extent that employees are required to disclose personal or private information.

Section 54, Duties of Employer

54. (1) An employer must give an employee who requests leave under this part the leave to which the employee is entitled.

Section 52, Family Responsibility Leave

52. An employee is entitled to up to 5 days of unpaid leave during each employment year to meet responsibilities related to

(a) the care, health or education of a child in the employee's care, or

(b) the care or health of any other member of the employee's immediate family.

Remember, Family Responsibility Leave must fall within the scope of (a) or (b) above, and meet the definition of the leave for example; If I need to attend a parent teacher interview with my son, that would fall within the definition of the leave, if I need to attend my sons graduation ceremony, that would not fall within the scope of the leave as it is classified as a social event.

I need a family day to take someone from my immediate family to a Doctors appointment in Cranbrook, this would fall within the scope of entitlement and the employee must be given the requested leave. If the company requests sufficient evidence that they had a Dr's appointment that day then I would need to provide a Dr's note, I do not need to divulge what the appointment was for, only sufficient evidence that I attended.

Do not let the company badger you with 20 questions, or threaten you when you request leave. You are either entitled to the leave or you are not, you are not required to answer 20 questions.

Any members having problems obtaining the above noted leave, or need an interpretation of whether or not your situation falls within the definition of Family Responsibility Leave, please call us at:

865-2223, or send us an e-mail

usw7884@telus.net

