

ON THE LINE

There is no lack of jobs for good talent today and the best way for a Company to retain their best employees is to provide them with incentives to stay on. The end result is of course the continued growth of their business. In previous articles I talked about how the management style and personality of the person in charge plays a big part in the employee turnover rate. While some bosses will never understand that management by terrorism does not breed lasting loyalty,



I'm glad to report that many companies outside of TECK are now going out of their way to hang on to their top talent. Keeping employees happy, motivated, and on the payroll is one of the key concerns to businesses these days, especially since surveys show that turnover among workers has doubled in the last couple of years. This means that it's an open market for top talent. A good employee can walk out your door today and have a better job tomorrow. Which brings up a very important question: what can this Company do to keep that person from even thinking about going to work elsewhere? Gone are the days when the weekly paycheck and two weeks vacation a year were enough to keep employees happy. It seems that this Company just doesn't care, or they just don't get it.

I have talked with many employees who have flown the coop to greener pastures like Kearl, North American, and they tell me that their working atmosphere is just so much more relaxing, first and foremost, they are treated with decency and respect, they are not treated like school children, and they are paid a fair wage and incentives for the work they perform. One equipment operator told me that he had cleared \$4,400.00 in a 2 week period with equivalent hours to ours.

January 1, 2012 – June 7, 2012 at Fording River

20 – Employees Retired

40 – Full Time Employees Quit

17 - Casuals Quit



2012 Retiree's

Dharam Lakhan – Steel Fab – 36 yrs
John Zarchukoff – Inst Mechanic- 35 yrs
Ed Davies – Haulage Driver- 34 yrs
Brian Henderson – Loader Op - 33 yrs
Gary Cleverly – Blaster- 34 yrs
John Harder – Driller – 32 yrs
Richard Rose – Loader Operator- 31 yrs
Don Leduc – Serviceman- 33 yrs
Richard Kirkness – Shovel Operator-32 yrs
Larry Klapp – Welder- 31 yrs
Kim Deville – Equipment Operator – 30 yrs
Richard Sieben – Serviceman – 30 yrs
Mel Rodgers – Sr. Process Operator -22 yrs
Vic Nelson – Warehouseman – 34 Yrs
Usha Sharma – Pit Utility – 32 Yrs
Burt Klapp – Welder – 34 Yrs
Saga Reddy – Auto Mech - 36 Yrs
Dave Tanner – H.D. Mech 34 Yrs
Mike McNeice – Haulage Dr - 30 Yrs
Greg McGlashan – Shovel Op - 32 Yrs

Diesel Emissions

Diesel exhaust is a mixture of many gases, vapors and solid particles. Most of the components of diesel exhaust cause health problems. In the last ten years, a number of animal and human studies have shown that diesel exhaust can cause lung cancer. In 2012 the World Health Organization has re-classified diesel fumes as a Carcinogenic. Diesel fumes are as an important health threat as second hand smoke. Some toxic gases and solid particles in diesel exhaust are:

- ***Carbon Monoxide – Interferes with oxygen supply to the body and contributes to heart disease.***
- ***Nitrogen Oxides or Nox – Irritates the eyes & respiratory system, decreases lung function, & may decrease resistance to infection.***
- ***Sulfur Oxides – Irritates the eyes and respiratory system.***
- ***Hydrocarbons (includes – Causes a large variety of health effects, including Benzene, Formaldehyde, irritation, asthma and cancer. Phenol, Butadiene, etc.)***
- ***Polynuclear Aromatic – Causes cell mutations and cancer. Hydrocarbons (PAHs)***
- ***Diesel Particulate Matter – Contributes to heart and respiratory diseases (DPM) or Soot and causes cancer.***

If you work in an area where there are high concentrations of Diesel Emissions such as equipment starting up in the shop, be sure to protect yourself by going to a clean environment until the air is clean. Exposures long-term may result in serious health problems in the future. If you have exhaust hoses that vent the emissions outside, be sure to connect them before you start your equipment inside the shop.



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 website 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.



Nick Frenk's takes his Courageous Safety Leadership to Highland Valley Copper

Almost half the day shift of workers at Highland Valley Copper put down their tools Wednesday in support of a Health-and-Safety representative who they felt was unfairly penalized. The 300 United Steelworkers members got their representative's suspension lifted, along with the safety investigation he was calling for, but it doesn't end the Union's concerns at Highland Valley, said local 7619 president Richard Boyce. Wednesday morning's walkout was rooted in events from about six weeks ago, when a worker in the mill concentrator building was exposed to sulphur dioxide gas from a copper dryer. He was taken to Royal Inland Hospital for SO₂ poisoning.

Boyce said the injured man was a member of the mine's emergency response team, so he was aware of the danger of gases and sulphur dioxide in particular. "It's not the first problem we've had in the mill with people being gassed with SO₂. In the last six months, we've had four cases," he said. After that incident, the Union wanted an investigation to find out where the gas came from and why the SO₂ detectors in the building didn't go off.

Management disagreed, he said. Boyce said the Union has equal rights under the Health, Safety and Reclamation Codes for Mines in B.C. and the worker co-chair of the Health and Safety Committee wanted to start gathering information for an investigation, and looked at the SO₂ detectors.

"We found all four SO₂ detectors were inoperable. They didn't work," he said. The new maintenance manager at the mine Nick Frenk's got into a confrontation with the Health and Safety representative and said there would be no investigation. When the rep challenged the department manager, he was given four days' suspension. That occurred Tuesday, said Boyce. "So about 300 people put their tools down today and said they weren't going to tolerate it." Boyce said when he went to the mine Wednesday to talk to the workers, they were clear they supported the representative.

By mid-afternoon, a resolution was reached. The company agreed to a proper investigation and to let the representative return to work. and the copper dryer was shut down until the SO2 detectors are working.

Company spokesman Mark Freberg said he didn't have a lot of detail about Wednesday's walkout. "Production hasn't been impacted at all so far," he said. Freberg was in Kamloops on holidays. He didn't know how many workers are not working, nor did he have details about the employee's suspension. He did say the last time a walkout of this type occurred was more than 10 years ago.

Boyce said the company is dealing with Health and Safety differently at the copper mine now and it's quick to blame workers for problems instead of managers. "This particular issue is resolved for now. But I've received a number of phone calls saying this isn't the only issue why people are upset about Health and Safety at the mine," he said. The man who was poisoned with SO2 a few weeks ago is OK, but a woman who was gassed some months ago is still having health problems, he said.

Sulfur dioxide (SO2) is a colorless gas with a characteristic, irritating, pungent odor that is also liquid when below 14°F for many industrial applications. It reacts with water to form sulfurous acid and is highly dangerous in this state. Accidental exposure to sulfur dioxide in the workplace can have severe and life-threatening consequences if workers are not warned about the unexpected presence of this dangerous gas.



Courageous Safety Leadership

Grievance Report

We recently lost an arbitration in which the Arbitrator agreed with the employer that the employee was dishonest when he had phoned into work and stated that he was sick. The employee acknowledged that he was dishonest, however he had fully intended on telling his Direct Foreman of why he could not attend work. The employee did in fact call the Foreman at the start of the shift and offered to tell the Foreman his reason's for being absent.

The Foreman refused to hear the employee's reasons and he was given a step three for being dishonest. We argued that if the Foreman would have listened to the employee's reasoning then there would be no need for an arbitration to take place, and that the proper disciplinary response would be a step one for being awol.

There is no argument that when employee's are dishonest with an employer arbitrator's will treat this kind of act very seriously, however, it is our position that before an act is to be labeled as a dishonest act, the offence must be more than a minor event. In fact, we led evidence at the Arbitration that a similar event which happened four years ago with this very employee attracted a step one for being AWOL. Unfortunately, the Arbitrator gave this evidence no weight.

The important lesson for all of us is, if you call in to work make sure you provide an accurate reason why you can't come to work. It is truly unfortunate that the employer choose the disciplinary response that it did as it was acknowledged by all that the employee was a good and valued employee.

For some reason this employer felt that the offence needed to be treated seriously and that a step one would not send out the proper message. It is our position that these type's of employer initiatives do not build a good enjoyable working atmosphere and that when other employers come looking for trained employees the choice to leave is made, that much easier.

We are still waiting for another Arbitration we did in December concerning a step 4/suspension for what the Employer claims was faulty work and bad attitude. Hopefully we will receive the award shortly. A dispute arose over the employer forming a new work group amongst the Trainers in Mine Operations. After several discussions, and a review of the language and past history, it was found that the employer has the right to create work groups where there is a bonafide business reason to do so, however when this is done there are other articles in the Agreement that come in to play.

In this specific case this new trainer group will no longer be considered for overtime distribution in their former work groups unless every body has been asked in the work group. If anyone notices that overtime is not being administered as described above please notify the Union immediately. We are also dealing with many other issues at present that deal with computer usage, accommodation issues and a termination for violating the alcohol and drug policy. As these cases are still being reviewed we will provide further comment in our next issue.

WCB Report

We continue to have success with appeals to the WCB. In one claim, the worker attempted light duty, however after two days his injured ankle was getting worse. The worker stopped the light duty and remained at home. The WCB determined that no wage loss benefits would be paid as the employer had offered suitable light duty work. The Union argued at the appeal that the light duty work was not in keeping with the work restrictions stated by the Workers attending Physician. The Appeal's Board agreed with our position and allowed the Appeal.

In another case a worker who was on a return to work program as the result of a work place injury re-injured his back. The WCB allowing wage loss benefits for a few months and than cut the worker's benefits off. Upon Appeal, the panel found that the workers back injury had not healed and allowed the appeal. In this case there was clear medical evidence that supported the workers continuing back issues.

What is significant about both of these appeals is that the workers involved the Union from the start and gathered the necessary evidence needed to be successful in having their claims accepted. It is also encouraging to see a lot of the newer workers reporting their injuries to the Union and seeking advice. Remember to always report your injury immediately. (sore back, strained ankle, etc...), do not assume that the problem will resolve during days off. Also, it is important to have your hearing checked at least once a year. The Mine site has many occupational noise risk's associated with your day job duties.

If you develop a hearing problem it can result in to thousand's of dollars for medical treatment and hearing aids. If you have a yearly record showing a deterioration of hearing lass it will be much easier to demonstrate that the hearing loss was of a direct result of occupational noise. When approaching a job, indentify the noise risk's and wear appropriate hearing protection. If you have any suggestions as to how to limit the noise problem contact your Foreman and your Crew Safety Representative.

BC's Top 1%: Doing Fabulous, Thank You

Occupy Wall Street has shone new light on the growing gap between the richest 1% and the rest of us (the 99 percenters). But that's the U.S. right? Surely, our reality is different, eh? As the occupy movement comes to Canada in the coming week, we don't really have reason to copy these American trouble-makers, do we?

Think again. While inequality in Canada is not as great as in the U.S., in recent years it has been growing faster here (as noted in [a recent report from the Conference Board of Canada](#)). As the CCPA documented in a report earlier this year on [The Rise of Canada's Richest 1%](#), "the 246,000 privileged few who rank among the country's richest 1% took almost a third (32%) of all growth in incomes." And here in British Columbia, the richest 1% have been doing remarkably well.

Last June, the CCPA-BC released a [report on the erosion of tax fairness in BC](#). We found that BC's personal tax system (including income tax, sales taxes, property taxes, carbon taxes and MSP premiums) has become out-and-out regressive — amazingly, the richest 1% of BC households pay a lower overall tax rate than others. Meaning, in today's BC, as a share of one's income, the richer you are the lower your overall tax rate. In fact, provincial income tax cuts introduced since 2001 delivered, on average, a whopping \$41,000 to the top 1% of BC households.

How could the value of ten years of tax cuts be so great for the richest 1%? The answer: tax cuts are worth so much because the richest 1% have been making out so fantastically well. As of 2010, the average income of the richest 1% of BC households had reached a staggering \$820,000 (that's in one year!). And the top 1% saw huge gains over ten years. Back in 2000, their average household income was \$602,000. So in ten years, their income rose by a fantastic 36% (double the inflation rate of 18% during that time). With the market producing so much gains for the wealthiest among us, why on earth did the government feel compelled to pile on with tax cuts for those who need it least?

Quite a contrast with the rest of us: real median incomes were flat during that period. If we are serious about addressing rising inequality, we need to increase taxes on the wealthiest British Columbians. BC's upper income tax brackets need to be increased, and we should bring in a new high income tax bracket or two (hey, if even Warren Buffet can advocate for that in the US, we can and should be pursuing it here). Longer term, we need a Fair Tax Commission – a chance to have a full public conversation about how much money we need to pay for what we want to provide collectively, and how to raise that money in a fair and equitable manner.

Donald R. Lindsay, has been the President at Teck Resources Limited since January 1, 2005. The following is Mr. Lindsay's 2011 total compensation.

Annual Compensation*	
Salary	C\$1,350,000
Total Annual Compensation	C\$1,350,000

Stock Options*	
Restricted Stock Awards	C\$2,940,000
All Other Compensation	C\$149,768
Exercised Options Value	C\$7,197,615
Total Value of Options	C\$13,075,015
Total Number of Options	905,000

Total Compensation*	
Total Annual Cash Compensation	C\$2,951,668
Total Short Term Compensation	C\$1,350,000
Other Long Term Compensation	C\$3,089,768
Total Calculated Compensation	C\$9,326,668

2006 Compensation Package = \$3,059,604.00 / 2007 Compensation Package = \$3,631,997.00

2008 Compensation Package = \$6,518,788.00

2009 Compensation Package = \$4,992,038.00

2010 Compensation Package = \$7,406,014.00

2011 Compensation Package = \$9,326,668.00

Pretty nice, \$6,267,064.00 dollar raise in 5 years. Yes that's is MILLION'S Worker's who have been making Fording River profitable for more that 40 years have been given a \$6.61¢ an hour raise in 5 years, where is the fairness in that?

Random Drug Testing

The Company has informed all of the Elk Valley Unions that they will be instituting random drug testing at all their Elk Valley mine-sites. All prevailing arbitral jurisprudence that the Union is aware of does not allow or permit random drug testing of workers. The Union asked the Company if there was something new that we are unaware of, we did not receive a response to that question.

Because of the controversy of this issue the Union asked the Company if the parties could arbitrate the issue before the Company institutes any random drug testing policy on site. Their answer was, "we won't make any commitments to how we are going to role this out, however we will take your suggestion under consideration and will discuss it as we get closer to a firm introduction plan". Teck has already instituted the Random Drug Testing at their Cardinal River Operation's in Alberta, the Union, The United Mineworkers of America have filed a grievance and are in the process of selecting an Arbitrator. We will keep you updated on this issue, At this point we do not know when the Company is going to proceed.

The Lunch Bucket

I STARTED WORK AT FORDING RIVER IN 1980. AT THAT TIME I BOUGHT MY LUNCH BUCKET FOR EVERYDAY USE. MY FIRST YEAR HERE I RECEIVED A 1 YEAR ACCIDENT FREE STICKER. I THOUGHT I WOULD PUT IN ON MY BUCKET SO I WOULD THINK OF SAFETY EVERYDAY I WORKED.

THESE STICKERS DON'T MEAN MUCH TOO SOME PEOPLE BUT TO ME THEY MEAN A LOT. IN APRIL I HAD 32 YEARS NO LOST TIME ACCIDENTS. BUT ON MY BUCKET I ONLY HAVE 30 YEARS. I HAVE NOT RECEIVED MY 31 OR 32 YEAR STICKERS YET.

ALSO I HAVE NOT RECEIVED MY 30 YEAR PLAQUE AND SUPPER. I GUESS THE MORE YEARS YOU HAVE HERE THE LESS RESPECT YOU GET, OR WHAT? I WAS GOING TO GIVE THIS BUCKET TO THE MINING MUSEUM WHEN I RETIRE, BUT NOW I THINK I'LL KEEP IT TO REMIND ME OF THE LAST FEW YEARS HERE. I HAVE HEARD LATELY THAT THE OLD PEOPLE UP HERE HAVE A BAD ATTITUDE AND DON'T LIKE CHANGE. I DO NOT HAVE A BAD ATTITUDE AND I LOVE CHANGE.

FROM SOMEONE THAT'S BEEN HERE 33YEARS, I CAN'T WAIT TO RETIRE

DANGEROUS OCCURRENCE & HPI's

- *While reviewing and verifying the daily employee/contractor attendance log it was noted that a contract employee, was still onsite beyond the 16 hrs permissible by the Code.*
- *There was a run of coal onto the rod-deck from the surge bin causing a pressure drop above the rod deck resulting in a negative pressure change and temperature rise from 58 to 130 C. Safety systems worked, vent doors opened without fire. 2 Rods were noted to be in need of replacement, system will remain off line until repairs made and system checks performed, No injury or significant damage reported or indicated.*
- *Worker was working on the trailing cable of 6 Shovel when the cable went tight and caught workers leg, knocking him to the ground. Worker reported to First Aid and was then sent to Medical Aid where he received x-rays that showed a broken leg, and fractured ligaments in his ankle. Worker is now scheduled for surgery.*
- *The operator of 99 Dozer was working supporting 3 Shovel and was attempting to clean rock on the left side of the shovel. The Dozer Operator called the shovel on the radio to advise he was entering into the area on the left side but did not receive verbal communication from the shovel as permission. The Dozer Operator heard a lot of static on the radio and assumed it was the Shovel acknowledging the Dozer's entry. The Shovel continued loading on the right side and was digging in the face when the dozer made a pass on the left side; as the shovel swung to continue loading the counterweight struck the right side of the dozer causing significant damage to fuel and hydraulic tanks. The incident was called into the Foreman and an Investigation initiated.*
- *While moving 3 drill out for the blast the drill came around the SW corner of the pattern and started to turn around, while doing this the cable swung in towards the loaded pattern coming to rest 2 to 3 feet from a loaded and tied in hole.*
- *Legs on Jack failed while jacking tie rod into place on 534 HT, causing steering arm to swing outwards; a mechanic working nearby jumped out of the way to avoid being struck.*

- *Worker was driving 98108 Hiab when they realized their handheld radio was not in their pocket. Worker turned on headlamp to look around the cab while continuing to drive. Worker looked up and was about to come into contact with the ditch on the opposite side of the road, they attempted to steer away but the Hiab drove up the berm and fell over onto its right side.*
- *The operator of 7 Shovel was scaling the wall and 902 Dozer was working to clean-up the wall to the shovel's left; the Shovel Operator called the Dozer to come in and clean up the area he was working as he was going to move to the high-face on the right of his current location. The shovel operator swung 180 degrees and walked the unit back to pick-up the satellite but walked in too close and had to back up. In the meantime, the Dozer had began cleaning around the area the shovel had just been, pushing towards the face and worked into a position directly into the shovel tracks; the shovel reversed straight back onto its original path ~10' when the counterweight struck the handrail and fire suppression system mounted on the ROPS of the Dozer. The Dozer operator called the Shovel Operator and advised him what happened, pulled out of the way and then contacted his Supervisor to initiate an investigation.*
- *Operators were removing a pitch pin (approx. 500lbs) off the deck of the Stinger Truck. After the pin was secured to the forks of the Zoom-Boom both operators climbed into the cabs of their respective equipment. The Stinger Truck operator failed to wait for confirmation that the Zoom-Boom and load was clear of the deck and started to drive away; catching the forks of the Zoom-Boom on the Stinger A-frame, tipping the Zoom-Boom over onto its right side.*
- *530 truck was hauling off 4 shovel as he approached the right hand side he noticed 87 dozer was cleaning up. 530 truck operator called 87 dozer operator for clearance to make his turn. 87 Dozer operator gave clearance for turn, but did not give clearance to back in. 530 truck operator made his turn waited for 1 minute and began backing in to shovel. 530 truck operator stopped backing in as he heard calls over the radio for him to stop. Truck operator stopped and did not realize that the dozer was behind him, when his truck came to a stop the back of the box was sitting over the roof of the dozer and duals were very close to dozer.*

- *Contract drillers, Westrail Drilling, were drilling on a pattern in Turnbull Pit when slurry was encountered in the drill cuttings; the driller pulled out of the hole and completed 3 additional holes before reporting the event in the morning. The Foreman and Engineering group began an investigation and confirmed the drill had drilled into a bootleg hole. The investigation team deemed this event a Dangerous Occurrence. The investigation is continuing and the drill crew involved has been removed from site pending the outcome of the investigation.*
- *A fire on the rod deck was confirmed by operations, water sprays were used to cool and extinguish the fire. Upon inspection, further cleaning was required. During the shutdown of the dryer, upper deck temperature rose and the above grate pressure became positive. The explosion door switch was activated at 1:08 am which alerted the Control Room that an event had occurred. There were no reports or evidence that fire or flame exited the dryer building, but due to the pressure increase in the drying chamber, the explosion doors opened. There was no one injured and upon mechanical inspection, repairs were required to the discharge gate resulting from the rod deck fire. An investigation was initiated and no injuries were reported. Repairs were required to the discharge gate resulting from the rod deck fire.*
- *HT operator was operating haul to Brownie 5 from 4 shovel as he came down the ramp from the 4 drill elevation heading towards Brownie 5 fuel he failed to make the gradual turn to the left and hit the berm on the right hand side, the truck rode the berm ~50 m till it came in contact with a bigger frozen, section causing the truck to tip onto its left side. There was a report, from another HT Operator, that there was no brake indication on the cab (lights) as he was coming down the ramp and 545 HT seemed to be travelling at excessive speed. The truck was shut off immediately and all electrical shut down. Because of the position of the truck, and spilled fuel, Brownie 5 haul is shutdown and roped off until truck can be righted and removed. The response from everyone went well, the Operator was outside of the truck upon arrival but, was immediately laid to the ground with C-spine and the Mine Rescue team boarded him up and transported to Fernie hospital for further observation. He was responsive and had no mention of pain and was sent from Fernie hospital for CT scan to hospital in Cranbrook, as a precaution. Investigation is ongoing. A Safe Work Plan is being developed for the righting and recovery of the truck.*

- *502 Fuel/Lube truck approached 2 Loader for fuelling. The operator of 502 radioed 2 loader operator who was having 2 way radio problems. A hoe operator above 2 loader tried to relay the fuel operator's radio message. Seeing the bucket lowered & without radio confirmation 502 operator positioned to the left rear of the loader. Meanwhile, the hoe operator was still trying to confirm the loader operator was aware of the fuel truck. The 502 operator hooked up and started to fuel standing to the side of the loader. 2 loader backed up striking the left front side of 502 pushing the truck sideways 18 feet before stopping. The loader was shutdown, fuel hose was shut off. Incident investigation was started immediately.*
- *Haul truck 538 was sitting at 8 shovel to be loaded when the truck box was struck by the shovel bucket; worker was jarred in the cab and reported pain in his neck which got progressively worse. The worker was packaged in C-Spine support and sent to Hospital for further assessment and x-rays; worker was released and returned to work the following shift on modified duties.*
- *While loading a truck in Turnbull operator #5 Loader noticed fire had broken out behind the cab. Operator immediately got off the loader, hit the Emergency Shutdown and Fire Suppression. The operator stood by with a portable extinguisher until Mine Rescue arrived.*
- *An incident occurred when a man-bus inadvertently entered into a blast pattern with 10 people on board, to drop off the driller at 4 Drill, and passed a loaded blast hole before being stopped by the Blaster. The situation arose when a blasting loader stopped to take down the barricade fence to access the area and parked in front of one of the warning signs. The bus operator not seeing the sign drove passed the loader and barricade fencing and onto the pattern. The Bus Operator was stopped after it travelled into the pattern and was ~5m from a loaded blast hole.*
- *Worker operating D -11 dozer was moving up the ramp to get above 5 shovel. As the dozer came over the crest of the ramp the operator could not see that the ramp was compromised. The dozer started to slide to the left and rolled partially over onto its roof. The worker quickly shut down the dozer and called their foreman.*

- *An incident occurred this morning when 2 Loader, loading coal from #4 seam, struck the box of Haul Truck 104 while backing up. During the loading process, the Operator was leveling floor to improve recovery and while backing up the Loader Operator misjudged a second Haul truck's clearance lights for HT-104 and the loader cab struck the right corner of the box on 104, causing significant damage to the cab of the loader. The Operator received minor (FA) injury to his right elbow. The Operator was treated at FA for bruising, the scene was secured and investigation initiated; early findings -low visibility and operating in a congested area.*
- *Worker was operating 573 haul truck (loaded) on Eagle 4 spoil when he pulled in to park adjacent to haul truck 571, which was already stopped with the operator in the cab, at crew change. Haul truck 573 was on a small rise when he began to lose traction at which time the truck began to slide and his box struck the box of 571 and deflected off and continued slide backwards when left rear corner of box struck the cab of 571 with the worker inside. Emergency Response support was called immediately and scene secured, driver of 573 truck was unhurt; driver of 571 was struck with broken glass and injured his leg when the box of 573 struck his cab. Worker was taken to hospital with minor scrapes and for x-ray on left leg.*
- *Driver got onto 534 truck and dumped the load over the berm of the spoil, he then proceeded at a slow rate of speed to a quieter area of the spoil to conduct a steering test on the truck before he began his daily tasks. As he drove his truck out of the way for the test the nose cone on the truck broke, and the truck came to an abrupt stop in the middle of 1795 spoil.*
- *Contract worker was operating backhoe excavating snow for a temporary lay-down pad installation when he contacted a concrete cap protecting a 1" gas line riser pipe. The gas line riser had actually been in contact with the concrete cap and when the concrete moved it caused a break in the pipeline. A general fire alarm was called in the maintenance shops area; traffic and all activities were shutdown in the immediate area. The Emergency Response Team (ERT) was called immediately and the scene secured, the feeder to the branch gas line was shutdown, gas testers were deployed with ERT members to assess fire and explosion risk in the shops and immediate work areas, and personnel were kept on standby in the local muster areas until potential risks were mitigated. Service repairs were conducted and Fortis gas notified of the branch-line break.*

Charges against Vale for Miners' Deaths

Charges against Vale Inco reinforce the need for urgent action to better protect workers in the mining industry and to strengthen corporate accountability for workplace Health and Safety, the USW says. Sudbury - Occupational Health and Safety Act charges against Vale reinforce the need for urgent action to better protect workers in the mining industry and to strengthen corporate accountability for workplace Health and Safety.

The Ontario Ministry of Labour today confirmed numerous charges against Vale and one of its supervisors in connection with the June 8, 2011, deaths of miners Jason Chenier and Jordan Fram at Vale's Stobie Mine in Sudbury. "We believe these charges against Vale are warranted," said Rick Bertrand, President of USW Local 6500, which represents workers at Vale's mining, smelting, milling and refining operations Sudbury. "However, these charges against Vale fall far short of the urgent, comprehensive action that is needed to better protect workers and to ensure justice for families whose loved ones are needlessly killed on the job," Bertrand said.

Following an eight-month investigation in the deaths of Jason Chenier and Jordan Fram, the USW released a landmark report with sweeping recommendations aimed at improving workplace Health and Safety. "We have laid out a clear roadmap for our government to make meaningful changes to regulations and legislation, to provide greater enforcement and to ensure employers are prosecuted and held accountable for breaking the law.



**EVERYONE HAS THE RIGHT TO
HOLD MANAGEMENT ACCOUNTABLE**

WORKSAFE KNEW MORE ABOUT DUST THAN IT LET ON...

Sawmills in BC 's Interior were warned wood dust was an explosive risk before two deadly sawmill explosions, in which wood dust is suspected as a factor, says the Vancouver Sun. But the advice took a back seat to concern that dust was harmful to workers' lungs. Thousands of pages of 2007 to 2011 WorkSafe BC inspection reports obtained by The Sun under a freedom of information request show dust was cited as a concern nearly 100 times, primarily as a health risk and possible carcinogen.

While the risk of wood dust explosions wasn't widely known, WorkSafe BC inspection reports show that multiple warnings were issued to mills before the two deadly explosions. Steelworker's safety coordinator Ron Corbeil said it now appears there was enough information—including warnings coming out of the United States — that more attention should have been paid to wood dust's explosive potential. "It's really unfortunate it's taken two mill explosions to really get British Columbia's attention," said Corbeil, adding that it is shocking that WorkSafe and companies did not fully warn workers of the danger if it knew.

Dust explosions in the US that killed 119 people and injured 718 between 1980 and 2005 are outlined in a U.S. federal Chemical Safety Board report. In 2008, another 14 workers were killed in a dust explosion at a sugar refinery in Georgia. WorkSafe BC was aware of the U.S. deaths, saying it sponsored a combustible dust workshop in 2010 because "it is also a concern in BC workplaces."

The inspection reports show wood dust was enough of a respiratory health concern in sawmills that it was part of WorkSafe BC's provincial high risk strategy in 2009. WorkSafe BC tested airborne levels of wood dust but also required mills do so, according to the inspection reports. And while the ensuing reports noted wood dust was an explosive hazard, WorkSafe BC did not set safety limits for accumulation at that time.

The inspection reports show that 10 times sawmills in Grand Forks, Merritt, Quesnel and Fort St. John were warned of wood dust's explosive capacity. WorkSafe BC regional manager Bruce Clarke said there wasn't a bigger push on companies to take action to reduce explosion risks simply because a sawmill had never blown up in British Columbia. "I have been in the industry and around the industry for 44 years, and I've never seen a mill blow up.

Accidents & Discipline

The Company is always quick to hand out discipline when workers are found to be at fault when they have an accident, and the Company almost always finds the worker at fault, after all they have a Behavioral Based Safety program called Courageous Leadership. The cornerstone of behavior-based safety is the principle that the majority of work related accidents are caused by the unsafe actions of the workers.

"Management's blame the worker programs are as dangerous to our members as any other challenge that we face today. We must oppose these programs with all our energy. Instead we must work just as hard to implement comprehensive Health and Safety programs that find and eliminate unsafe workplace conditions that cause injuries and illness to our members.

What is a blame the worker safety program? These are programs that are implemented by management with the intent to decrease the number of reported injuries and shift responsibility for maintaining a safe workplace from management to workers. Blame the worker programs include:

- ***Behavior-Based Safety / Safety Incentives / Injury Discipline***

The theory behind these programs is that almost all injuries are caused by worker unsafe acts.

Discipline does absolutely nothing to deter accidents or modify a workers behavior. It seems however that the Company approach is, if we beat our workers long enough with the discipline stick they will eventually modify their behavior.

This approach is archaic and does not work, how about doing a proper investigation, find out exactly how the accident really happened, look at all other contributing factors as to how the accident occurred, instead of just focusing on the worker.

Do a proper investigation, get the worker involved in the entire investigation, find the surrounding and root causes of the accident, discuss and implement preventative measures to prevent the accident from occurring in the future, convey all relevant information to other crews who may be involved in similar work, to prevent similar accidents.

Accidents are preventable by sending the employee back to work, educated, satisfied, knowledgeable, and content about the accident and the outcome.

Not by doing a half assed investigation, disciplining them, and sending them back to work, pissed off and disgruntled.

Union Safety Rep's

The Union is looking for Safety conscious members who are interested in becoming a Union Safety Representative on their shift. We are looking for Safety Rep's on all shifts, especially G shift and H shift where we are really short of Safety Reps. We are also looking for members from H shift who would like to become a shop steward.

If you are interested in any of these positions, we will provide you with the training so that you are able to adequately represent your fellow employees and ensure that Health and Safety is maintained on the mine-site.

Please forward us your name, department and your respective shift, and we will be in contact with you regarding our next available training sessions. You can send us an e-mail usw7884@telus.net or call us at 250-865-2223 and we will put your name on the list.

**Visit Your Local Union Website @
USW7884.com**

Membership Meetings
Every third Wednesday of the month at 5pm
12 Water Street Elkford BC

You Want to Rent the Union Hall?
Call 250-865-2223
\$150.00 for Members
\$300.00 for Non-Members

