

ON THE LINE

Letter of Understanding Signed Plant Shutdowns / New Shift Schedule for Process Operators

Commencing April 14th, 2009 and ending August 12, 2009, the plant will go to 2 operating crews comprised of 8 people per crew. The crew rotation will be as follows.

Days **PPPP XXXXQQQQXXXX**

Nights **QQQQ XXXX PPPP XXXX**



P + Q shifts will always follow I-shift 4 days or 4 night schedule, and the plant will be shutdown on the H - Shift schedule.

The current F,G,H,I, crew rotations will be maintained, with 3 people on each crew, made up of a Control Room Op, Loader Op, and Load-Out Operator, this will be referred to as the "backshift." There will be 2 Analysts assigned to 2 crews of 4x4 steady days (total 4), no change. There will be 1 bucket on both P&Q crews (total of 2). There will always be 11 operators and 1 bucket on P and Q shifts, except for the shutdown days marked X where there will only be the 3 operators assigned to the original F,G,H and I shift crew rotation.

The remaining operators and 2 buckets will be equally assigned to 2 labour crews following the regular I shift and H shift steady day shift schedule. Maintenance will be unchanged. Positions will be awarded by seniority provided that the individual currently has the skills to do the job being bid on.

The Company will keep the re-assigned workers wage rate intact during the term of this letter, i.e. until August 12, 2009. The Company can cancel this arrangement at anytime with written notice. This would only be done in response to changing economic conditions.

There will be no premiums of any kind paid in transferring to and from the interim shift schedule.

The Company will assign the workers on the Labour Crews to any work that the Company deems necessary. Labour Crew duties will consist of jobs in every area of the operation. The duties could consist of, pit utility, steam bay, dry person, process operator, cleaning in all areas of the operation. A workers wage rate will not be negatively affected by their work assignment. Workers on the Labour Crew may have their shift schedule changed pending their work assignment. No premiums for shift change will apply in this circumstance.

The Union recognizes that the Company is attempting to keep the plant workers gainfully employed during unpredictable times and as such acknowledges that we will reciprocate by allowing the Company the flexibility outlined above during the interim shift agreement.

The above noted crews will be subject to the same property wide shutdowns as the rest of the operations.

Banking Hours of Pay

The Company and Union have signed the following letter of Agreement:

The Company and Union agree that for the remainder of the 2009 calendar year, all hourly employees will be allowed to bank regular time at their discretion. Partial hours are not allowed to be banked.

The parties further agree that for the remainder of the 2009 calendar year, statutory holidays (whether they are on scheduled days off or on a scheduled work day) will be allowed to be banked at the employee's request. This initiative is being undertaken on a without prejudice basis and can be ended with written notice at anytime by either party.

This initiative is being undertaken to help people even out their finances during hard economic times and is not intended to create a mechanism for more time off. The normal rules for scheduling banked time will continue to apply.

U.S. STEEL ANNOUNCES SHUTDOWN IN HAMILTON & LAKE ERIE

The closure of major steel operations in the Hamilton area will reverberate around the economy, potentially affecting everyone from iron ore producers in Quebec and Labrador to coal companies in Western Canada. Pittsburgh – based U.S. Steel has said it will indefinitely idle operations at it's Hamilton and Lake Erie plants, putting 1500 people out of work. The closures are the first time the company formally known as Stelco has shut down it's Ontario steel mills in nearly a century of operations. U.S. Steel Canada closures are part of a pattern that has seen global production of carbon steel drop by approximately 27% in 2008. Global production of ordinary carbon steel is down hugely, and the shutdown at Stelco is just part of that overall pattern. U.S. Steel's Hamilton area operations are "fairly small on the global landscape" when compared to massive steel mills in Japan, South Korea and China, it could have some impact on Canadian coal producers like Teck which is already suffering from the general downturn in demand for coking coal to produce steel. Integrated steel companies such as U.S. steel operate big blast furnaces, which use coking coal, iron ore pellets and other materials under extreme heat to smelt metal. For every \$1 in wages paid out to a U.S. Steel worker, another \$3 is generated back into the local economy. Because workers salaries generally range between \$60,000 and \$75,000 a year, the annual impact of the former Stelco and Nanticoke plants being closed will fall somewhere between \$528 million and \$660 million.

LAYOFF'S AT IOC

The drop in global demand for steel could mean temporary layoffs at the Iron Ore Company of Canada. It has extended it's shutdown to 13 weeks instead of the originally planned 33 days. "As market conditions continue to be unpredictable and are changing rapidly we have to look at all possible scenarios and take the necessary actions to remain viable and ensure we are positioned to weather this severe recession," said the internal memo obtained by CBC News. The memo says IOC, Canada's largest iron ore producer, will be notifying the minister of labour of it's intentions accordingly. Tough decisions could become necessary in the context of the global economic crisis. The market is still in a situation where there are unprecedented drops in world demand of raw materials including iron ore, say's the president and CEO of IOC. The Company is waiting to see what the billions of dollars of infrastructure projects around the world will do to drive demand for iron ore and steel.

TECK COAL SHUTDOWNS

FORDING RIVER- Jan 1 -7 = 7
Jan 24-27 = 4
Feb 17-22 = 6
Mar 19-22 = 4
April 10-13 = 4
May 16-19 = 4
June 13-14 = 2
June 27-28 = 2
July 1-2 = 2
July 31-Aug11 = 12
Dec 24- 27 = 4
51 Days

Elk View – Jan 1-4 = 4
Mar 15-28 = 14
May 14-19 = 6
June 17-18 = 2
Aug 2-11 = 10
Sept 19-26 = 8
Dec 23-31 = 9
53 Days

Greenhills – Jan 1-4 = 4
Mar 19-27 = 9
May 14-22
July 23- Aug 6 = 15
Dec 24- 31 = 8
45 Days

Coal Mountain – Jan 1-4 = 4
Feb 16-20 = 5
May 16-22 = 7
Aug 1-14 = 14
Oct 10-16 = 7
Dec 19-31 = 13
50 Days

Line Creek – Jan 1-4 = 4
Mar 21-28 = 8
Aug 1-22 = 22
Dec 23-31 = 9
43 Days

These are the shutdown dates that have been communicated to us from all of the above coal operations. The dates may be changed or amended at the different operations throughout the year, as markets change.

Provincial Election

May 12, 2009 is the B.C. Provincial Election. The United Steelworkers and the Labour Movement as a whole have always supported the NDP party. NDP is the only party which has been labour friendly over the years. We are not telling you who to vote for but make sure you get all the facts before you vote on May 12th.

*Look who is funding the other guys Elections BC's returns for 2007 show **Huge Corporate Donations** to Gordon Campbell and the BC Liberal Party:*

Teck Cominco & Subsidiaries: \$216,000

Canfor: \$71,000

Goldcorp: \$79,000

Encana: \$56,490

Elk Valley Coal: \$56,490

Telus: \$52,400

Aguilini Group: \$50,000

CanWest Global: \$50,000

Brookfield Asset Management: \$50,000

TimberWest: \$44,600

West Fraser: \$40,200

Catalyst Paper: \$40,000

Interfor: \$38,000

Jim Pattison Group & Great Pacific Investments: \$34,000

***Make sure your voice is heard and VOTE ON
MAY 12, 2009***

Steelworkers Scholarships

DAVID ELLIS SCHOLARSHIP

Every year in Canada 60 young workers are killed on the job. David Ellis was killed on his second day at work. He was 18.

*In his memory – and in honour of all of the other young workers killed or injured on the job – United Steelworkers is making sure young workers know the risks and know their rights on the job. That is why we've established the **David Ellis Scholarship** for sons, daughters, and grandchildren of Steelworkers.*

A \$500.00 scholarship will be awarded to five (5) graduating high school students to help them to continue onto college or university. Students must submit an essay or video on one of the two topics.

- 1.) **Spreading the word:** how to make high school students aware of their risks and their rights in the workplace.*
- 2.) **How to be a workplace survivor:** my personal experience with Health & Safety on the job.*

Submission is Due June 26, 2009

SECONDARY SCHOOL SCHOLARSHIP

*The Education Fund of the United Steelworkers is offering five \$1000.00 scholarships for sons or daughters of Steelworkers. People who have already completed some post-secondary studies are **NOT** eligible for this award.*

The application form (which can be attained at the Union Hall) must be accompanied by a 1000 word essay and submitted by June 30, 2009.

There are 3 essay topics to choose from:

- 1.) Is there a role for Union's today?***
- 2.) Organizing locally and globally?***
- 3.) Your vote is your say.***

Also, proof of acceptance at an institution of higher education will be requested before the award is made. The awarding of the scholarship will be based on the following principals:

- 1.) the academic record and all- round achievement of the student, attested to by the school principal.***
- 2.) The 1000 word essay.***
- 3.) Proof of acceptance in an institution of higher education.***

Submission is Due June 30, 2009

USW Local 7884 \$500.00 Scholarship

Recipient must attend University, College, Technical or Vocational Program at a University, College, or Technical Institute.

Recipient must submit confirmation of registration or indentureship (ie: apprenticeship) to the Scholarship Committee of USW Local 7884.

Recipient must be son, daughter, or dependent child of a USW Local 7884 member. The successful student will be determined by Grade 11 & 12 marks. In the event two students are equal, other factors will be used.

Application Deadline June 1, 2009

All Application forms can be picked up at the USW Local 7884 Hall or you can call or e-mail us at the following addresses and we can mail you the information and application forms for all of the above noted scholarships.

Ph# 250-865-2223 / e-mail usw7884@telus.net

National Day of Mourning April 28th **Statement 2009 – Is today the day you die at work?**

In 2007, according to the latest report from the Association of Workers Compensation Boards of Canada, 1055 people lost their lives at work. That's four (4) every work day. Dead because their workplace was not Safe, four (4) people every day who never came home again, dead because their employer failed to ensure they were safe at work.

Over the last decade, the number of Canadians who die every year because of something that happened to them at work has been steadily growing. In 1998, the number stood at 809. In 2005 the number was 35.5% higher. Why is this being allowed to continue? Why are employers not being called to account?

Twenty-five years ago, the Canadian Labour Congress declared April 28th a National Day of Mourning for workers killed or injured on the job to raise awareness of the thousands of workers whose lives were forever changed by injury and the hundreds who die every year. In 1990, Parliament passed the Workers Mourning Act to formally recognize April 28th as a day of mourning across Canada.

April 28th is observed around the world as a day of remembrance and a day of action to improve workplace health and safety, Unions and workers are leading the way toward stronger laws that force employers to observe better workplace practices. In many countries, lives are being saved from needless ruin as employers comply and workplace deaths and injuries decline. Sadly, Canada is not one of those places.

Over the past 25 years, successive governments have pledged their support to workers and their Unions. They announced new workplace health and safety laws and regulations – some of the best in the world. Unfortunately, they have failed to provide the resources needed to enforce those new laws. This is the reason why Canada's workplaces

claim a growing number of lives every year: the laws are not enforced, so reckless employers are allowed to carry on without consequence.

Enough is enough! It's time to enforce the law and bring employers who kill to justice. It's time for the provinces and territories to appoint special prosecutors to lay charges against employers when their actions cause death or serious injury. More inspectors must be hired to ensure employers comply with the law. It's also time for all governments to enact new regulations that deal with known dangers in today's workplaces, including workplace violence, exposure to toxins and carcinogens, repetitive stress injuries and injuries caused by poor ergonomics, workplace harassment and stress.

Any workplace death or injury is preventable. Thousands of men and women, some as young as 15, have needlessly had their lives taken over the past 25 years by their employers. How many more have to be killed before government finally takes action?

This April 28th, remember those whose lives have been taken. Mourn them. Think of the families and friends left behind. Think of the Employer's who got away with manslaughter and murder. Get angry. Be outraged. Then take action to force the lawmakers and the legislatures to change their ways.

**The Memorial to 26 Steelworker Miners Killed in
Westray Mine Disaster, Pictou County Nova Scotia May 8, 1992**



WHY YOU SHOULD REPORT ALL WORKPLACE INJURIES

To often workers run into problems with WCB when injuries/incidents and accidents are not reported. For example, a haul truck driver is getting loaded at a shovel and gets hit by the shovel bucket. The truck driver immediately feels a pull or strain in his back and neck and thinks nothing of it and continues on his haul in pain. The next day at work the pain and discomfort increases, and the worker reports the incident and pain 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 sustained an impact injury that requires surgery.

The WCB Board denies the workers claim because he did not report the incident injury promptly, or in other words 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 occasions 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 WCB appeal. The worker loses thousands of dollars and possibly their job.

***All of this because of not reporting to
first-aid and reporting your injury***

Local Union Nominations and Elections

As per the International Constitution of the United Steelworkers your Local Union held nominations for election of officers at the Membership meeting in March. There was no election in April as all the positions were filled by acclamation. Over the next three (3) years we will continue to direct our efforts to ensure that every dues paying member at Fording River is protected by our Collective Agreement and the applicable statutes of law, including the Health Safety and Reclamation Code for Mines in British Columbia.

Accident and Dangerous Occurrences

Why is the Company not investigating accidents or classifying them as Dangerous Occurrences as required under the Health Safety and Reclamation Code for Mines in British Columbia? In the past month three (3) accidents occurred on the mine-site without the proper classification or investigation under HSRC. They are as follows:

- 1.) On March 9, 2009 a worker was boosting a battery on a portable revolt by using another revolt when one of the battery end plates fractured; spraying acid onto left side of worker's face and eye. The worker's eye was flushed and he was transported to the Clinic for medical aid. There was no damage to eye or skin burns reported.*

This accident was not classified or reported as a Dangerous Occurrence as required by the Code, so we contacted the Company and made our arguments as to why this accident which required medical aid and had the potential to result in serious injury, must be classified as a D.O.

The Company maintained their position and refused to classify this potentially serious event as a Dangerous Occurrence stating:

If the worker had not been walking by at the time he would not have been sprayed with battery acid.

The Union considered this response ridiculous, that's like saying if a worker had not been working on a ladder, he would not have fallen off.

The Union immediately contacted the Mines Inspector who attended the mine-site and conducted an investigation.

The following day the Union received notification from the Company that they would be re-classifying, reporting and investigating the accident as a Dangerous Occurrence.

- 2.) *On April 3, 2009 a haulage driver was backing into good side of shovel to meet the bucket, lining up with the bucket teeth. Just as the shovel operator was lowering bucket to place first load, the shovel lost power. As the bucket was descending into box the hoist brakes could not fully stop the momentum before the bucket contacted the rear portion of the truck box. The bucket weight was transferred to the tail of the truck box causing the box to rise up 8 feet jarring operator in the cab. The operator reported to First Aid and received hot and cold packs for the remainder of the shift and went to see a doctor on his short change and was put on light duty for the remaining night shifts.*
- 3.) *On April 4, 2009 a haulage truck driver was backed into the blind side of shovel to receive first load. As shovel operator made a pass into the face to fill bucket, the shovel bucket contacted the left rear corner of the truck box; jarring the operator in the cab. Operator reported to First Aid several hours later and complained of stiffness and pain and was put on light duties for the remainder of the set.*

*The Company never investigated or classified either of these accidents as D.O.'s, as required under the Code, so I contacted the Mines Inspector on April 9th by way of e-mail and requested that he Investigate. Under the Code an accident should be investigated immediately and must be reported as a D.O. within 16 hours of the event, not 16 days. On April 18th the Union Safety Rep was called into a meeting at the mine-site to investigate both of the above noted accidents. The Union Safety Rep was immediately instructed by the Foreman that Don Takala does not determine if these are D.O.'s the Company does. "Well, let me tell you, **Mr. Foreman**, neither do you, The Health Safety & Reclamation Code does.*

I again called the Mines Inspector on April 20th to do a follow up as to where his investigation was regarding my complaint. On April 21st the Company notified the Ministry and Union that both of these accidents will be reclassified, investigated and reported as Dangerous Occurrences under the Health Safety & Reclamation Code for Mines in British Columbia.

We cannot continue to view these shovel accidents as common place and sweep them under the carpet. These accidents must be properly classified and investigated for two reasons. 1.) To find out what happened to cause the accident, and 2.) take all the necessary steps to prevent the accidents from occurring in the future. Getting hit by a shovel bucket is a serious event that can result in a life altering experience.

Teck Announces Bridge and Term Loan Extension US \$4.4 Billion of 2009 Payments Deferred

Teck Cominco Limited announced today that it has entered into a commitment letter to amend its existing US\$4 billion senior term loan facility (the “Term Facility”) and US \$5.81 billion senior bridge loan facility (the “Bridge Facility”, and together with the Term Facility, the “Facilities”). The lenders have agreed, on the conditions set out in the commitment letter, among other things, to:

- defer US\$4.4 billion of payments previously scheduled in 2009,*
- extend the maturity date of US\$3.5 billion of the Bridge Facility from October 29, 2009 to October 30, 2011, and*
- reschedule approximately US\$3.3 billion of amortization payments under the Term Facility, with 50% of that rescheduled amount payable in quarterly installments during 2012*

Teck President and Chief Executive Officer Don Lindsay said: “This rescheduling of our bridge and term debt will give Teck the time to most effectively execute our asset sales program to significantly reduce our current debt and to access the debt capital markets to replace short term debt obligations with longer term financing more appropriate to our portfolio of long-life assets.”

Under the commitment letter, Teck will be required to reduce the approximately US\$5.2 billion currently outstanding under the Bridge Facility to US\$3.5 billion by October 30, 2009, with the remaining amounts outstanding under the Bridge Facility being due October 30, 2011. Changes to the existing amortization schedule under the term facility will be subject to individual lender consent, with holders of 83.6% of the Term Facility loans having provided commitments under the commitment letter. Based on the commitments of the holders of 83.6% of the

Term Facility loans, semiannual amortization payments of US\$418 million will be due at the end of April and October of 2010 and 2011 and quarterly payments of US\$418 million will be due at the end of each calendar quarter in 2012.

On the amendments becoming effective, the remaining mandatory payments previously due by October 30, 2009 will be reduced from US\$6.3 billion to approximately US\$1.9 billion. The table below summarizes the mandatory payments on the Facilities before and after the amendments.

<i>(in billions of US \$</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>Total</i>
<i>Pre-amendment</i>	<i>\$6.274</i>	<i>\$1.455</i>	<i>\$1.454</i>	<i>\$ -</i>	<i>\$9.183</i>
<i>mandatory payments</i>					
<i>Increase (decrease)</i>	<i>(4.412)</i>	<i>(0.380)</i>	<i>3.120</i>	<i>1.672</i>	<i>-</i>
<i>Amended</i>					
<i>mandatory payments</i>	<i>\$1.862</i>	<i>\$1.075</i>	<i>\$4.574</i>	<i>\$1.672</i>	<i>\$9.183</i>