

DRUG CARDS

The drug cards have been sent out by Manulife and we are receiving many calls regarding generic and brand name drugs and extra costs that are being passed over to you. The following advice will help prevent any extra costs being passed onto you.

When you visit your Doctor and receive a prescription ask him or her to stipulate on the prescription form as to whether or not the brand name drug can be substituted for the generic equivalent. If the brand name drug cannot be substituted, then the Doctor must stipulate on the prescription form that no generic substitution is allowed.

Where there is no generic equivalent to a brand name drug the policy then covers the brand name drug, your pharmacist should then keep this information on file and prevent any costs being passed onto you.

If a pharmacist has difficulty in submitting a claim electronically, they should contact ESI Canada directly and they can troubleshoot the problem. The toll free number is 1-800-563-3274: this number is also located on the front of your drug card.

If you have any concerns regarding this issue or any other issues regarding your drug card you can contact Corrina Labey Employee Services Secretary at the mine-site, her direct line is 250-865-5007.



Process Operators VOTE **On New 3 Shift Schedule**

As we stated in the last paper the Company was reducing clean coal production by 20% thereby introducing a 3 shift schedule where they would eliminate one shift for the Process Operators. A vote was conducted on the following shift schedules:

Remain on your Current 4X4 shift Schedule

3-shift Schedule = 3days + 2nights – 5 off – 2days - 2off – 3nights – 4 off

5X2 shift schedule = 5 days – 2 off – 5 afternoons – 2 off – 5 nights – 2 off

Results of the Vote

Eligible to Vote = 47 and 44 Voted

29 voted to remain on the current 4x4 shift schedule

14 voted to institute the alternate 3 shift schedule

1 voted to institute the 5x2 shift schedule

I called the Company with the results of the vote and again requested that the Company find alternate work for the Process Operators during the proposed shutdown days. The Company's objective is to cut clean coal production by 20% there are no reason why the Company should penalize the process operators with more shutdowns and layoff days, unless they have ulterior reasons

I again explained to the Company that there was plenty of work for these operators to be doing during these shutdown days, like plant clean up for example. The dirty messy sometimes unsafe conditions in the plant has been complained about for many years at Safety Meetings and Labour Management Meetings, and the Company has always assured us that if the opportunity to do this clean up presented itself, then they would do the necessary clean-up, now here is that opportunity and their ignoring it.

The operators could also assist the maintenance personal during these scheduled shutdown days. Instead of bringing extra maintenance personal from the other areas of the operation, the process operators are fully capable of assisting in these duties. The Company's response was that we had discussed this before, and the company will not make work for the Process Operators.

I guess this is a sign of their appreciation for your many years of dedicated service that you have given to this Company. “take it for what it’s worth”. The affected Process Operators will have a proposed extra 30days of shutdowns/lay-offs per shift, on top of those already scheduled shutdowns / lay-off days.

Dangerous Times Ahead - Graham Pointer

With all the devastating economic news lately this can be a dangerous time for all of us. At the River most of the shutdown dates have been announced, an average of 240 hours each for Mine Operation’s and Maintenance. For the newer employees this is going to cause stress, and for Process Operators the proposed 600 hours of shutdowns per crew it is even more so.

Stress is very harmful physically and emotionally. We all are under stress in our normal day to day lives, but with the conditions as they are now and the uncertainty of the future, stress levels will go up dramatically. Now we must all take extra care in what we are doing at work and at home. As the months go by, and various pressures increase, from smaller and smaller paychecks to increased production expectations, the more your mind will be pulled away from Health and Safety.

You may be thinking of missed payments or missed vacations etc, but you must think of yourself and your family first. How to do that? Going home safe and sound after each shift is a great start. Hurting yourself or a co-worker will only add to an already bad situation.

So slow down and think of what you are going to be doing with a clear head. You may be pulling onto a spoil for the umpteenth time, but if your mind is not there, neither is your safety! Ask your supervisor to do a different job for awhile, as it may only take a little while for you to be able to focus on your job again. But that little while could truly be a matter of life or death.

There are various programs available thru the Company and numerous agencies they are in place to help all of you. They are confidential and may help you or your loved ones thru this mess. Do not be ashamed or embarrassed to go or ask for help, they have been in place for years. Because you will not be the first to need them nor will you be the last.

It is a recognized, ongoing situation that an individual has little or no control over, and when a person is in a situation that they have been thrust into their minds cannot help but dwell on it. So please try to pay more attention to every day things and make it thru this, then when it is all over and you are with your friends you can bore them to tears with your tales of how bad it was in the old days.

Ailing Teck looks to sell Coal Stake

Debt-riddled **Teck Cominco Ltd.** is trying to sell an interest in its coal operations to strategic partners in Brazil, China, and Japan, as it warned it could default on \$6-billion in debt payments unless it can sell assets or win an extension from lenders.

Teck's top of the market acquisition last year of Canadian Coal Trust gave it full ownership of the world's second largest coal producing assets, but also saddled the Vancouver Company with more than \$10- billion in debt.

Canada's biggest base metals miner confirmed for the first time that it hopes to sell a stake in the coal operations and use the proceeds to reduce the crushing debt load.

“What we have on offer is a long-term resource of 100 years plus. It is available once and only once. So there is some scarcity value.” Teck's embattled president and chief executive officer Don Lindsay said on a conference call to discuss the company's \$607- million fourth quarter loss.

Mr. Lindsay, who spearheaded the \$14-billion Fording deal, said customers from Japan, South Korea and China, who need Teck's coking coal to produce steel, are potential buyers of a stake in Teck mines. Located in British Columbia and Alberta, Teck's coal operations can produce more than 20 million tones a year.

A surprise potential partner is Brazil. While it is a major producer of iron ore, a key ingredient for producing steel, the South American country makes a relatively small amount of steel compared with Europe, Japan and China. “They are very blessed with rich iron ore resources and are developing a national steel industry. Leveraging those iron ore assets would be valuable. But they can't do it without seaborne metallurgical coal and clearly Canada is best place to supply that.” Mr. Lindsay said.

The comments fanned speculation that Teck could turn to Brazilian mining giant **Companhia Vale do Rio Doce** as a potential partner, in a deal similar to state-owned Aluminum Corp. of China's \$19.5 billion (US) investment in Rio Tinto Group which is also straining under a massive debt load owing to an ill-timed acquisition.

The analyst predicts that a 20-percent stake in the coal business could sell between \$1.2 billion (Canadian) and \$1.8 billion. A massive discount to the \$14 billion that Teck paid for a 60 % interest last year. Teck needs to shore up its balance sheet is dire. A 5.3 billion (US) bridge loan and \$1.1 billion in term debt come due on or before October 29th.

The collapse of commodity prices means Teck won't generate enough cash flow from its copper, zinc and coal mines to repay the loans. Teck is in discussions with the syndicate of lenders that include Canada's big five banks, and is seeking an extension.

Without a reprieve from the banks or significant asset sales, Teck acknowledged in its profit report that "it is possible that we could be in default of our various lending agreements prior to the end of 2009, which could result in outstanding obligations becoming immediately due and payable, unless we can obtain waivers from the lenders."

Teck Reports 4th Quarter Results for 2008

Teck Cominco announced that in the 4th quarter, despite challenging global economic conditions, the Company generated \$598 million of cash from operating activities. However 4th quarter earnings were negatively affected by after tax, non-cash asset and goodwill impairment charges of \$844 million and negative pricing adjustments of 270 million brought about by the sharp decline in commodity prices. The net loss for the quarter was \$607 million, or \$1.28 loss per share.

Even in these difficult times, all our major operations continued to perform in the fourth quarter, generating \$808 million in operating profits before depreciation and negative pricing adjustments and \$598 million of cash from operating activities, said Don Lindsay, President and CEO. For 2008, our net earnings after non-recurring items and negative pricing adjustments was \$659 million and our cash flow of \$2.1 billion was higher than last years \$1.8 billion.

Highlights and Significant Items

- Our earnings before non-recurring items and negative pricing adjustments were \$406 million, or \$55 million higher than the \$351 million reported for the fourth quarter of 2007. For the year, our earnings before non-recurring items and negative pricing adjustments were \$1.70 billion compared with \$1.74 billion in 2007. Our net loss for the quarter after such items and adjustments was \$607 million compared with net earnings of \$280 million in 2007. Net earnings for 2008 were 659 million compared with \$1.6 billion in 2007.
- In the 4th quarter of 2008 general conditions in credit markets deteriorated substantially, which had a serious impact on the global economy and contributed to a significant and rapid decline in the demand for and selling price of our products. Average base metal prices were down significantly from average prices in the 4th quarter of 2007, with 2 of our major products, copper and zinc, down 45% and 55% respectively. The decline in prices was most pronounced in the 4th quarter of 2008, which resulted in negative pricing adjustments of \$474 million (\$270 million).

- Cash flow from operating activities was \$598 million in the quarter, similar to a year ago. For the year 2008, cash flow from operating activities was \$2.1 billion compared with \$1.8 billion in 2007.
- Total debt payments in the fourth quarter amounted to \$1.1 billion.
- We completed the acquisition of the coal assets of Fording Canadian Coal Trust (“Fording”) for cash and shares totaling \$13.6 billion. The transition results in a 100% direct ownership of Teck Coal (formally “Elk Valley Coal Partnership”) the world’s second largest producer of seaborne, high quality coking coal.
- In January 2009 we sold our Lobo – Marte gold property to Kinross Gold Corporation for US40 million and approximately 5.6 million Kinross shares resulting in an estimated pre-tax gain of \$160 million in the first quarter of 2009. We are also pursuing further asset sales.
- In February 2009, Moody’s Investor Services lowered our credit rating to Ba3 with a negative outlook.
- To date we have received approximately \$950 million of our expected tax refunds of \$1.1 billion arising from our acquisition of the coal assets from Fording. Our cash balance as of February 16, 2009 is approximately \$1.4 billion.

Teck Announces Sale of El Brocal

Feb 20/09 Vancouver – Teck Cominco Limited announced today that it has agreed to sell its indirect interest in Sociedad Minera El Brocal S.A.A. to Compania de Buenaventura S.A.A. for US35 million cash. Closing is subject to customary conditions and is expected to occur in the first quarter. The Company’s principal activity is extracting, concentrating and marketing poly-metallic minerals, mainly zinc, silver, and lead.

Teck Announces Sale of Hemlo Mines

Feb 20, 2009 Vancouver – Teck Cominco Limited announced today that it has agreed to sell to an affiliate of Barrick Gold Corporation Teck’s 50% interest in the Williams and David Bell mines located in Northwest Ontario for US\$65 million

Working Past the Age of 65

The Union filed a grievance against the Company for discriminating against workers beyond the age of 65, as the Company was only providing retiree benefits to employees who choose to work beyond the age of 65. Our Collective agreement does not disqualify workers from any benefits beyond the age of 65 except for Life Insurance which will be reduced at age 65 and Long Term Disability Benefits. The resolve is as follows:

In response to your grievance filed September 10, 2008, regarding a violation of the CBA alleging the Company was discriminating against workers over the age of 65.

Please find attached a letter that will be reviewed with employees that choose to work beyond the age of 65. It details which benefits will be covered.

The company will contact the two individuals we currently have who are working beyond 65 in order to discuss what expenses they have incurred that would have been eligible benefits had the terms of the attached letter been in place when they reached the age of 65.

They will be reimbursed for costs that would have been covered under the insurance plans as per the attached letter. In addition, we will make sure that their post-retirement lifetime amount is reset. The attached letter reads as follows:

Thank you for discussing with us your intention to continue working beyond age 65.

In this letter we will provide you with important information about some changes in your employment relationship that will occur as a result of this milestone.

The following employee benefits will continue:

1. BC Medical Service Plan Payments

- **The Company will continue to remit these payments on your behalf in accordance with the normal policy and coverage levels.**

2. CPP Contributions

- **Will continue to be remitted on your behalf until you elect to commence receiving your CPP Pension.**

- **If you are already collecting CPP or intend to commence doing so please provide payroll with written notification of such. Employee deductions and employer contributions are not required under such circumstances and will then be terminated.**

3. WCB contributions

- **WCB contributions will continue to be made on your behalf in the normal fashion.**

4. Pension Plan contributions (insert site specific language).

5. Life Insurance matching the post age 65, program for retirees.

6. Short Term Disability coverage

7. Regular Extended Health Coverage.

8. All Dental coverage.

9. Optional life Insurance.

10. Regular and Optional AD&D

The following Benefits will be discontinued:

1. Long Term Disability coverage.

Should you be interested in securing benefits similar to those referenced above, after you retire (my definition) you have options through many insurance carriers. You may also contact Manulife Financial at their web-site (www.coverme.com) or at 1-877-268-3763.

Due to your existing coverage through Manulife you may be eligible for some forms of insurance on a non-medical evidence basis. You should be aware that there is 60 calendar window after you retire (my definition) for this opportunity for Health and Dental benefits and a 31 calendar day window for Life Insurance coverage.

WCB Report- By Fred Riehl

Once again we must remind all workers to “**Report Your Injury Immediately**” If you do not the WCB as well as the Employer will argue it never happened, or the injury you have never occurred as a result of your work injury.

When you report your injury, make sure you indicate all your injuries. For example, you hit a pot hole with your truck and you struck your head causing a really sore neck and that’s all you report. Yet, your lower back hurts also and your elbow that you hit on something, but you don’t report these conditions because it’s your neck that really hurts and the other things you consider minor.

The Board as well as the Employer will dispute these other problems that weren’t reported. So please report all of your problems and if you do not agree with the first aid report as written, get them to change it immediately.

It is also up to you to seek a medical opinion, it is not the choice of the first aid attendant or anybody else. Actually the Collective Agreement allows you to go to the Doctor the same day with no loss of pay.

When you see the Doctor, inform them that the employer has a light duty program, it is the Doctors responsibility to inquire into what the “specifics” are with the light duties being offered, as each injury will demand different restrictions. Once the Doctor knows what light duties are being offered, they will make the choice of whether they want you to participate or not. It is the Doctor’s call, not the employers.

We presently have award programs thru the employer that may be affected by a loss time injury. Do not go against your Doctor’s advice. Take care of your injuries following the medical advice. It is you that will have to live, sometimes forever, with your injury problems, not your fellow workers.

Finally, always contact the Union Hall so that we can guide you thru your ordeal. Not next week, or next month, but immediately.

By following the above, it will make it tremendously easier with your WCB claim and best treatment of your injury.

OHSC Message

Seasonal Affective Disorder- By: Carman Draper

Due to work schedules, shift workers may be more prone to SAD (Seasonal Affective Disorder) than daytime workers, especially those who work nights. Symptoms of SAD are strongest when there is a lack of exposure to light.

Symptoms disappear when light increases. People with SAD experience symptoms of depression at the same time each year. Winter depression is the most common type and symptoms usually occur between September and November and continue until March or April. If you feel anxious and irritable, have trouble sleeping and a decrease in appetite, try some simple light therapy at home, sit in front of a bright light and read or open up your curtains and blinds.

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 Manulife when using your drug card. If you do not have a Pharmacare number then your card will in all likelihood be declined by your pharmacist.

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 Manulife Customer Service at 1-800-268-6195 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 **84600**, and your Personal Certificate number that you will find on your Manulife Card, and your Pharmacare number. It usually takes one business day for Manulife 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 Manulife for reimbursement. You can obtain these claim forms on the Manulife 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.

NOTICE

OPENING NOMINATIONS FOR USW LOCAL 7884 EXECUTIVE OFFICE

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

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

**NOMINATIONS CLOSE AT THE MEMBERSHIP MEETING
USW Hall # 12 Water ST. ELKFORD. AT 5 PM MARCH 18, 2009**

Nominations dropped off at the Union Hall must clearly state your name, who you are nominating and for what position, this nomination must be put into a sealed envelope addressed to the Recording Secretary Jim Coutts. Nominations can also be made in person at the March 18th meeting.

If the person being nominated is unable to attend the March 18th membership meeting, to accept his/her nomination, a letter of acceptance must be in the hands of the Recording Secretary, Jim Coutts – Warehouseman 5x2 before the March 18th meeting.

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

Work Scheduling During Shutdowns?

Letter of Understanding # 10

In the event a portion of the operation is shutdown for a temporary period of time, employees may be required to take their vacation during the shutdown. If employees are required to work during a shutdown the Company will offer work to employees in order of Bargaining Unit Seniority, within their department, on their shift , in their work area provided they can satisfactorily perform the required work without training or retraining and provided they are not already scheduled for their vacation preference inside the shutdown period.

When you hear the Company offering work for any shutdown period, be sure that they are offering the work by Bargaining Unit Seniority. If you hear the Company bypassing you for a junior person, and you are capable of operating that equipment then you had better speak-up and question the person allocating the work. Maybe it was an over site, or maybe it was deliberate for some particular reason. We do review the shutdown schedules and have found mistakes in the past, but if you are also monitoring the allocation of work, then that is also a benefit for all of us.

Remember, if you schedule your vacation or floaters during a shutdown, the Company is not required to offer you work if it becomes available. If you are forced to take your vacation, then the Company must offer you the available work.

Your Local Union Web-Site

We have now completed our Local Union Web-site, check it out at usw7884.com. If you have any suggestions on something that should be added to the site, let us know by sending an e-mail to: usw7884@telus.net and we will review your suggestion to see if it can be added to the Web-site.

Employees' Right to Refuse Work

- Unsafe Work 1.10.1** A person shall not carry out any work or operate any equipment, tool, or appliance if he has reasonable cause to believe that to do so would create an undue hazard to the health or safety of any person.
- 1.10.2** A Supervisor shall not knowingly perform or permit a worker to perform work which is, or could create, an undue hazard to the health or safety of any person.
- Right to Refuse 1.10.3** A person who refuses to carry out any work or operate any equipment, tool, or appliance, in compliance with section 1.10.1, shall forthwith report the circumstances to his supervisor.
- Supervisor Investigates 1.10.4** The Supervisor receiving a report under section 1.10.3 shall forthwith investigate the matter and ensure that any hazardous condition is remedied without delay; or if, in his opinion the report is not valid, he shall inform the person who made the report.
- Investigation 1.10.5** If the procedure provided for in section 1.10.4 fails to resolve the issue and the person continues to refuse to carry out the work, the supervisor or other management representative shall forthwith make an investigation in the presence of the person who made the report, together with another person having knowledge of the work in question and who is:
- (1) a worker representative or designate of the OHSC if available or
 - (2) designated by the Local Union to represent the person refusing to carry out the work, or
 - (3) a co-worker selected by the person refusing to carry out the work.

**Use of
Alternate
Worker**

1.10.6

If the person still refuses to carry out the work after his supervisor and the other person have investigated the issue in accordance with section 1.10.5 and are both of the opinion that no undue hazard exists and that

- (1) the refusal is considered to be justifiable for reasons peculiar to that particular person, and
- (2) there is no justification for an alternate person to refuse to carry out the work in question then, the supervisor, after informing the alternate person of the reason for the refusal, may have him perform the work.

**Manager
Investigates**

1.10.7

If the procedure in sections 1.10.4, 1.10.5 and 1.10.6 fail to resolve the issue, the manager shall

- (1) conduct an investigation and either develop a plan that is acceptable to the persons who will do the work and which will allow the work to proceed safely, or suspend further work, and
- (2) if the work is suspended or allowed to proceed, submit a report to the OHSC, local Union, and an Inspector, that describes the incident, shows compliance with the code and describes any remedial action taken.

Remember this is a legislated requirement under the Health Safety and Reclamation Code for Mines in British Columbia. Don't be intimidated by anyone, into doing something that you believe is unsafe.

REQUEST A UNION SAFETY REP



“While you’re up there, would you mind sticking your finger in the socket to see if there’s any current?”

High School Scholarships

The new 2009 scholarship applications are now available at the Steelworkers' Office in Elkford. They have also been faxed to the following high schools:

- Elkford Secondary School
- Sparwood Secondary School
- Fernie Secondary School
- Mount Baker Secondary School, Cranbrook
- Crowsnest Pass High School

Recipients to the Steelworkers' Local 7884 Scholarship of \$500 must be a son, daughter or dependent child of a U.S.W. Local 7884 member. The application and all accompanying information must be received by June 1st, 2009 at the Steelworkers' Office in Elkford.

Recipients to the Steelworkers' District Scholarship for \$1,000 must also be a son, daughter or dependent child of a United Steelworker. This application, accompanying information and a 1,000 word essay on 1 of 3 given topics must be submitted no later than June 30th, 2009 to the Toronto National Office of the Steelworkers.

If a recipient is unable to attain a copy of either or both scholarships, please call the Steelworkers' Office at 250-865-2223 and they will be mailed or faxed to you.

Lay-offs ???

The Union has received many calls from some of our new members regarding the rumor mill, and the possibility of layoffs at Fording River. Let me set the record straight, we have not had any discussions with the Company regarding any layoffs at the mine site, and lets hope it stay's that way.

Membership Meetings

Monthly Membership meetings are every third Wednesday of the month @ 5pm

Elkford Steelworkers Hall #12 Water Street Elkford BC

Spring Will Soon Be Here- By Graham Pointer

Soon spring will be upon us, here in the Elk Valley. We will soon have all the joys of spring, after the misery of winter. (can you tell, I hate winter?)

We can look forward to more snow and hypothermia, and sore backs from shoveling that beautiful white stuff. But then we will eventually get rain instead of snow. Then we can rejoice in the slush and mud. And sometime in the hopefully near future see green grass and robins flying around again. But then we get to experience spring at the River, it starts with the ankle deep mud in the parking lot, which leads to the mud tracked into the dry. Then it only gets better, because you get to be bounced around getting up to the pits. The roads are rough and muddy then you get to try to see which piece of equipment is yours thru mud coated windows.

Then if you can see your piece of equipment, you still have to get to it without twisting your ankle in the mud. You will then have to climb onto your mud covered truck. So there you are on your truck your gloves and boots are muddy and your back is already sore, and your shift has just started. You then read your log book and go down to do your ground check. That's when you thank the previous operator for parking in a mud puddle the exact size of your truck. So you try to do a good ground check with mud covering everything and dripping on you. When you are finished that wonderful part of your job, if the windows and mirrors are clean you get to actually move your equipment. Now another wonderful experience occurs. You get to find out how punched out the road is from your previous shift. It could have been yesterday or last week it really won't matter, because chances are very good that roads that were in good condition then, are in bad shape now! So what happens?

Why everyone bitches that the other crews never do anything, guess what, they say the same about the other crews. Then to make your day complete, the mud spraying from the other trucks covers your windows in mud, now finally my real message. SLOW DOWN. Spring breakup is a brutal time of year and you will have very rough roads, I know I have x-rays to prove it from when I drove haul truck. Oh to know, what not slowing down to conditions can and will do to your body, just ask me. Then there is the issue of mud spraying on your windows. Sure it is funny to watch a person clean their windows, then going past them and if you time it just right you can spray his windows and headlights. Yea great fun, except they are blinded by your laughter. Their windows and headlights are covered in mud and they are driving a piece of equipment that weighs around 250,000 lbs empty. Hopefully their wipers and washers work. So now that your friend has had a good laugh, you windows are dirty again.

So remember, report rough roads to your supervisors and drive to conditions, excessive speed is hard on you and your body. The equipment, especially the suspensions and the tires, impact damage is hard on you and the equipment.

So driving fast on rough roads will not save or make the company money. It will cost the company and you and your health, Please drive to road conditions.

Make It Ten

Minimum Wage --- Fast Facts



We say its time to increase the minimum wage to give BC's lowest paid workers a raise.

The minimum wage in BC was last increased to \$8 in November 2001. In 2002 the provincial government rolled back the minimum for new workers through the \$6 training wage.

To ensure that no worker in BC lives below the poverty line, the BC Federation of Labour is calling for a 3 step increase in the minimum wage.

- 1.) An immediate increase to \$10 combined with the elimination of the \$6 training wage.
- 2.) A subsequent increase to \$11 per hour one year later; and
- 3.) An indexing formula, so that like our provincial politicians, those earning the minimum can be assured of an annual increase in pay.

115,000 British Columbians earn the \$8 minimum rate. Another 135,000 earn less than \$10 per hour. Across Canada, a significant majority, 63 percent, of minimum wage earners are women. Its expensive to live in BC- we have some of the highest prices anywhere for housing, food, transportation and tuition fees. In fact, when you take living costs into account, we actually have the second lowest minimum wage level in the country. The \$10 figure will allow single full-time workers to just barely climb above the poverty line set by Stats Canada. The 411 rate will raise the income of a single earner family of two above the low-income cut-off. **Please fill out the Raise the minimum wage petition**

www.bcfed.ca/petition/minimum_wage

