



USW LOCAL 7884

PH:250-865-2223

NOTICE OF ELECTION FOR 2011 BARGAINING COMMITTEE

MINE OPERATIONS

Archie Miller – Equip Operator – H-Shift
Greg Hill – Equip Operator – H-Shift
Tim Sheppard – Tireman – G-Shift
Andrew Klapp – Equip Operator – F-Shift

MAINTENANCE

Erik Logodi – Welder – I-Shift
Larry Klapp – Welder – H-Shift

PROCESS OPERATIONS

Royce Robertson – Carpenter – 5x2
In By Acclamation – No Vote Necessary for the Process Dept.

The Voting Poll's will be open November 22nd 23rd 24th 25th from 7.00 am – 8.30 pm and Nov 26th from 7.00 am – 5.00 pm

Be sure that your interests are heard at the Bargaining table by voting for one (1) candidate of your choice within your department only.

If you have any concerns regarding your availability to vote on any of the above noted dates please contact:

Jim Coutts after 4pm @ 865-7458 or Don Takala 250-865-2223

BC Mayors Call for \$10 an Hour Minimum Wage

These Mayors signed the following letter to Premier Campbell:

- Mayor Dean McKerracher-District of Elkford • Mayor David Wilks-District of Sparwood
 - Mayor Cindy Corrigan-City of Fernie • Mayor Dieter Bogs-City of Trail
- Mayor Stewart Alsgard-City of Powell River • Mayor Heather Anderson-Village of Anmore
- Mayor Brenda Broughton-Village of Lions Bay • Mayor Kerry Cook-City of Williams Lake
 - Mayor Derek Corrigan-City of Burnaby • Mayor Ross Forrest-Town of Lake Cowichan
 - Mayor Dean Fortin-City of Victoria • Mayor Sandra Harwood-Village of Fort St. James
- Mayor Lois Jackson-Corporation of Delta • Mayor Stephanie Killam-District of MacKenzie
- Mayor Jack Mussallem-City of Prince Rupert • Mayor Wayne Wright-City of New Westminster
- Mayor Darrell Mussatto-City of North Vancouver • Mayor David Pernarowski-City of Terrace
 - Mayor Gregor Robertson-City of Vancouver • Mayor Joe Trasolini-City of Port Moody
 - Mayor Richard Walton-District of North Vancouver

Dear Premier Campbell:

It has been more than 8 years since the last increase to British Columbia's minimum wage. In that time BC has gone from having the country's highest minimum wage to Canada's lowest. As leaders of local governments we see daily the pressure low wages creates on our cities and its residents. Whether its workers facing challenges finding adequate housing close to work, low-wage families trying to put nutritious food on the table, or young people trying to manage there Post-Secondary education, the impacts of BC's frozen minimum wage are felt throughout our communities.

BC has Canada's highest rates of poverty including child poverty, and one of the country's highest costs of living, yet we also have the country's lowest minimum wage. While BC's minimum wage has remained frozen, every other province has increased their minimum wage, not only to keep pace with the cost of living, but also recognizing it as a key tool in fighting poverty. Over the past two years more than 40 local governments and the Union of BC Municipalities has passed motions calling for the increase in the minimum wage.

We urge your government to immediately increase the minimum wage to \$10 per hour and eliminate the training wage. We also urge you to implement a mechanism for regular increases to BC's minimum wage so that both workers and employers are provided some certainty regarding future increases. We believe 8 years without an increase is far too long. While raising the minimum wage won't solve all our problems, it is a critical step in the fight against poverty in our communities.

Please act now, and raise BC's minimum wage to \$10

Dangerous Occurrences Reports

- Contractor was operating Packer when packer slipped over downstream edge of dyke, the operator rode packer down the dyke slope 15 feet to the next bench.
- 3 Grader caught fire when fuel tank overflowed and turbo caught fire.
- Maintenance activities were undertaken on the gas main feeding the process plant during a scheduled outage; during that time an opportunity was recognized to replace an orifice in the plant dryer. While orifice repairs were in progress, scheduled work on the Gas main was completed and the line re-activated. Gas began flowing from the partially open orifice line while workers were completing tasks, the flow of gas was noted and an immediate call for assistance was made to isolate the gas-line. No Safety Locks were in place to prevent the gas from being turned back on, High Potential for Injury!
- KMC D-10 dozer operator backed too close to the edge of sump dozer slide back in an upright position into the sump, the cab partially filled with water the operator pushed the cab open against a couple feet of water and evacuated to high ground.
- Worker had been walking across a section of catwalk at the load out when catwalk gave way and tilted sideways, leaving the worker hang 30 feet in the air, the worker was able to pull herself to safety.
- D/S operator climbed up the ladder of a haul truck unannounced while the N/S operator was still in the cab, the N/S operator sounded the horn to continue operation while the D/S operator was half way up the ladder.
- When picking up co-worker at Clode Fuel island from having completed sign off of new haul truck operator, a light vehicle pick-up pulled in front 15-20 feet away of the haul-truck; Haul truck had stopped/parked and trainer was evacuating the cab , both the trainer and haul truck were aware of the pick-up's position. While the trainer was dismounting the haul truck, the haul truck unit began slowly moving ahead striking the pick-up on the passenger side, the driver of the pick-up exited the pick-up thru the driver's side door.
- 4 shovel while loading a haul truck kicked out on electrical failure, the shovel bucket dropped 6-7 ft and the crowd extended outwards impacting the drivers side box causing the right wheel to come off the ground 3 feet.
- Worker received burns when hot material hung up in chamber and came down in a rush out of the dryer chamber door onto the deck where it contacted the workers legs. He stumbled while trying to exit and received burns to legs and face and was transported to Hospital.

These are a few of the many Accidents that have occurred recently, that had the potential to result in Serious Injury and even Death. The importance of Safety at work cannot be over exemplified. You are all exposed to substantial risk on a daily basis, please Think, Look, and Listen. WORK SAFE!

A Message from Graham Pointer / Worker Co-Chair of the OHSC

Due to the number of new people coming onto the work-site, I feel that now is the time to remind everyone of your rights. These rights apply to everyone, Employee's and Management. It does not matter if they work for Teck or a contractor, everyone has the same rights.

Each of us has the right to refuse-unsafe work, the right to know - what you may be exposed to, dust noise, chemical's etc, and the right to participate in the Safety process.

First your right to refuse is written out in the health, Safety and Reclamation Code for Mines in British Columbia. It is in Section 1.10 of the Code on pages 1-14 and 1-15. All employees must be provided a copy of the Code supplied by your employer. If you don't have one you can also pick up a copy from the Union Hall.

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.

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 procedures 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 actions taken.

The Right to Know: As I stated earlier you and everyone working at Fording River have the right to know if you or anyone else is being exposed to harmful levels of hazardous materials. If you are unsure of what you may be exposed to, ask for a WHIMS sheet, this will tell you what the product is and if there are any harmful effects and what to do if you are exposed. You can ask your supervisor to provide you with a dust monitor if you think that you may be exposed to excessive dust. First Aid also has a meter to measure noise if you believe or feel that you may be exposed to excessive noise. They also have monitors for gases, and can request that the air be tested if you believe you are being exposed to harmful gas.

Right to Participate: This gives the worker representative the right to participate in accident investigations, safety tours, etc.

If you have any Questions Regarding your Safety Rights Contact the Union Hall.

Union Charges Weyerhaeuser In 2004 Death of Mill Worker

BURNABY, BC – On Tuesday a process hearing will begin in the United Steelworkers’ (USW) private prosecution of Weyerhaeuser Company Ltd. in connection with the death of millworker Lyle Hewer.

Criminal lawyer Glen Orris will call over 20 witnesses to testify in the case before a provincial court judge in New Westminster, who will determine whether the union’s private action case, under the so-called Westray amendments to the Criminal Code of Canada will proceed further.

USW Western Canada Director Stephen Hunt says the case is moving along as the union hoped. “We believe the evidence will show that Weyerhaeuser is criminally responsible for this terrible tragedy that could have been avoided,” says Hunt.

Hewer died on 17 November 2004 as a result of injuries incurred while clearing a wood waste hog at the Weyerhaeuser New Westminster sawmill. “After investigating, the New Westminster Police recommended that a charge of criminal negligence was warranted against the company,” adds Hunt.

WorkSafe BC fined Weyerhaeuser \$297,000 for Hewer’s death in March 2007 – the highest fine in its history – saying that management ignored safety concerns and condoned a culture where “complacency in the face of danger became the norm.”

The in-camera process hearing will include testimony from Hewer’s fellow workers, management employees, WorkSafe BC officials and the New Westminster Police. In 2007 WorkSafe BC cited the high risk of Weyerhaeuser’s violations and the fact that violations were committed willfully or with reckless disregard.

Break Times in Mine Operations

**The 15 minute lunch break is to be taken between
9:00 – 11:00 A.M-P.M.**

**The 20 minute lunch break is to be taken between
12:30 – 2:30 A.M- P.M.**

**The 20 minute Ergo break is to be taken between
4:00 – 6:00 A.M and P.M.**

This Time Frame May be Varied by Mutual Agreement Only.

If your supervisor requests that you to take your break outside the above noted periods, and you do not want to, then he must schedule your break between the above noted periods. He can not just move your break outside of these periods, he must ask each and every person, and if you say no, it's no. Remember they are to be taken between these hours and not after. For example: they cannot schedule you're ergo break to start before 4.00 A.M – P.M or start after 6.00 A.M – P.M.

It must start after 4 am –pm and be completed before 6 am – pm.

Night and shift workers twice as likely to be injured on the job, study says

VANCOUVER - Researchers at the University of British Columbia say Canadians who work night and rotating shifts are nearly twice as likely to be injured on the job.

The Canadian Press

Their study, published in the current issue of the "Scandinavian Journal of Work, Environment and Health," examined Statistics Canada data on more than 30,000 people.

It found that while the overall rate of work injuries went down from 1996 to 2006, there was no decline for night-shift workers.

Lead author Imelda Wong says the disruption of normal sleep patterns can cause drowsiness or fatigue, which can lead to workplace injuries.

The study suggests women might have more difficulty adjusting to shift work because they're more likely to be responsible for childcare and household work.

It says Canadians made more than 300,000 injury claims related to shift work in 2006, representing more than \$50 million in workers' compensation costs.

Union Representation: When Do I Need IT?

Our Collective Agreement (CBA) allows for Union representation for certain circumstances. Firstly, Article 7.03 contemplates that a variety of disputes or complaints may arise from time to time. You should talk to your immediate supervisor and hopefully resolve the issue. If you cannot reach a resolve, a Shop Steward should be contacted as soon as possible so that they can provide advice and meet with a member of management to discuss the complaint or dispute.

When discipline is being contemplated by management, you have the right to Union representation; management must offer you the option of having a Shop Steward present. It has been our experience that all workers who face a possible disciplinary meeting should always exercise their right to representation. The Shop Steward is there to advocate on your behalf, they will have knowledge of similar incidents and the past practice.

They will make sure the issues are properly identified up front and have the opportunity to provide you guidance. Sometimes, the issues are clear and the Shop Steward will make sure that notes are taken to reflect the meetings discussions. In many cases, the Shop Steward will be able to provide argument and ask questions on matters that you did not think of.

The right to representation is one of the most important rights that you have so take full advantage of it, if you have any questions call us at the Union Hall. Stop by or send us an e-mail. 250-865-2223 or usw7884@telus.net.



Canadian Coal Stocks fired up as Demand Outstrips Supply

Consumption is up in China and other emerging markets, while Australian exporters faces woes

If you want to know how the Canadian coal mining business is doing, just ask someone in Tumbler Ridge.

A decade ago, people were predicting that the northeastern British Columbia community would soon become a mining ghost town - a victim of a dying coal industry. But now, with the coal mines humming and global appetite for Canadian coal surging, talk is not of how the town will survive, but how quickly it will grow.

"I wouldn't call it a boomtown environment, but it's a healthy environment where there's a lot of good, solid long-term investment coming in," said Keith Calder, president and chief executive officer of fast-growing Western Coal, the main coal producer in the Tumbler Ridge area. "Morale is high. People are very positive - because what they're building is something that's a lot more permanent than what they saw in the past."

Tumbler Ridge is a microcosm of the booming market for Canadian coal, fuelled by accelerating demand from the still rapidly expanding economies of China and other major emerging markets, coupled with constrained supply flows out of some of the other leading global coal producers. With the outlook for coal looking bullish - not just for the coming quarters but also over the long term, as the global economy returns to expansion and the emerging economies continue their rapid modernization - Canada's coal producers are looking increasingly compelling as places to invest.

Analysts tracking the three main publicly traded Canadian coal miners - Western Coal WTN-T Teck Resources TCK.B-T and Grande Cache Coal GCE-T - are strongly positive on the stocks, with nearly 80 per cent of them rating them a "buy," according to data compiled by Bloomberg. On average, they see prices for the three stocks appreciating by more than 16 per cent over the next 12 months.

Contract prices for metallurgical coal (the kind used in steel manufacturing) in the industry's fiscal second quarter ended Sept. 30 were \$225 (U.S.) a tonne - a strong price at any time, but especially in a quarter that is typically a slow season for the coal business. The current quarter is looking almost as good, with contract prices already settled at \$209 a tonne; analysts believe the price could threaten \$250 in the first half of 2011.

The reason for the torrid pricing is Economics 101: There's not enough supply to meet demand.

Consumption this year has bounced back with a vengeance in the post-global-recession recovery, rising 16 per cent this year. UBS Securities this week forecast that world metallurgical coal demand will exceed production by as much as 6 million tonnes in the 2011-2012 fiscal year, a supply deficit equivalent to roughly 2 per cent of demand, as China continues to expand while demand from other key emerging markets, such as India and Brazil, picks up steam. Indeed, UBS sees the global metallurgical coal business in a supply deficit until 2015, as suppliers struggle to catch up to demand.

"We're of the opinion that the market is going to remain pretty tight," said analyst Mike Plaster of Salman Partners in Vancouver. "It's not just demand. Supply out of Australia has been constrained, too."

Australia, the world's biggest metallurgical coal exporter, is having troubles keeping up with growing demand because its rail and port facilities are already at their capacity limits. That's being compounded right now as seasonal heavy rains have arrived earlier than usual, slowing shipments further.

"We have these strong prices and strong demand right now without the economies firing on all cylinders. When that comes back, we're going to see even more demand for our product." - Keith Calder, Western Coal CEO

Canadian producers have run into some port constraints of their own, particularly out of Vancouver, where Westshore Terminals has been hit by some hiccups bringing some expanded capacity on-stream, but producers view the Westshore delays as temporary. Meanwhile, the Ridley Terminals coal facility at the northern B.C. port of Prince Rupert is running well below capacity, giving Canadian producers room to expand their shipments and fill the void to take advantage of Australia's shipping constraints and the favorable market conditions.

Analysts are most bullish on Western Coal, which has been expanding the most aggressively among the three publicly traded Canadian producers. It has almost doubled its production in the current fiscal year - it recently raised its production target for the year ending March 31, 2011, to 6.1 million tonnes compared with 3.2 million in fiscal 2010 - and Mr. Calder said the company plans to raise its totals to 8 million tonnes in fiscal 2012 and 10 million tonnes in fiscal 2013. (The company ships out of the Ridley facility.)

"I think we're going to see very strong met coal pricing over the next 24 to 36 months," Mr. Calder predicted. "We have these strong prices and strong demand right now without the [Western] economies firing on all cylinders. When that comes back, we're going to see even more demand for our product."

What is a Union?

For many of you, your new job at Teck is your first Union job, and also many of you have just recently started living in the Elk Valley. Union history is long and rich in this valley and the benefits that we all enjoy today, and maybe take for granted are because of the struggle our past brothers and sisters fought long and hard for. Back in 18th century Europe, Union's were illegal for many years in many countries, there were severe penalties for attempting to organize workers including execution. Unions in Canada started before the confederation in 1867. Even though Unions were in existence back then, their early years were difficult.

Before 1872, Canadian law allowed for the prosecution of Union's as "criminal conspiracies". Many Union leaders were actually jailed for leading strikes. At the time, the RULING classes thought that workers should be satisfied with whatever they were paid and however they were treated. Union's became legal in Canada with our first Prime Minister Sir John A. MacDonalld. He believed that workers should have the right to representation in order to better their lives.

Union's grew rapidly in Canada following the two world wars. Soldiers coming back from the war were angered at the treatment they received going back into the workforce. Those that did return from war and returned to the workforce were not treated as heroes by their employers, but as disposable production unit's. They asked themselves "Is this what we risked our lives for? Is this why our friends died, face down in the mud and sand? No, they banded together as Brothers and Sisters and FOUGHT for what we now call our Union.

Who is our Union? You are the Union, all 900 of you at Fording River. Solidarity is power, Solidarity achieves issues, that one person alone cannot. Contract Negotiations will soon be upon us, so be sure that you show your Solidarity during the 2011 Contract Negotiations by supporting your Bargaining Committee. We would also ask that that you put some money aside in case the Company forces us to take a strike vote.

If you need any further information regarding Bargaining 2011, or any other issue of interest, contact the Union Hall at 865-2223 or my cell phone at 423-1024 or send us an e-mail usw7884@telus.net, or check out our web site at usw7884.com

The Following Letter Was Send to Don Lindsay

September 28, 2010

*Mr. Don Lindsay
President & C.E.O
Teck Resources Ltd*

Dear Mr. Lindsay:

Christmas is a special time that only comes once a year. It's being with your family, and being with the people that you love. It's about the birth of Christ, the Christmas tree, the opening of the presents; it's about the smiling and laughing children, and sitting around the dinner table together, giving thanks.

This year Christmas is going to be a very sad and disappointing time for approximately 250 families at Fording River, why? Because they are being forced to work Christmas Day. Children are going to be without their mom or dad, and parents are going to be without their children on the most important day of the year.

When the concern was brought forward to management at Fording River, their response was "what's the big deal, the children can get up before mom or dad go to work and open their presents, and they can have dinner before mom or dad go to work, or after they get home from work".

Employees at Fording River have been forced to work every statutory holiday this year without complaint; however Christmas is a special statutory holiday. It is not the same at every Teck coal mine, the employees at your Elkview operations will have the option of working the nightshift of December 24th, and they will also be shutting down for December 25th and 26th but will require limited coverage to maintain plant feed.

Mr. Lindsay, where is that fine line drawn between profit, and showing respect and gratitude for all the hard work your employees have displayed throughout the year. I would ask you for some compassion and understanding, by allowing your employees at Fording River the same respect and gratitude that is afforded to the workers at the Elkview operations. It is the right thing to do.

I thank you for your time and await your reply.

*Don Takala, President
USW Local 7884*

The Following Letter of Response Was Received From Bill Fleming

Dear Mr. Takala

Thank you for your letter of September 28 to Don Lindsay, regarding the requirement for some of our Fording River Operations employees to work on December 25, 2010. Mr. Lindsay has asked me to respond on his behalf.

First of all, please be assured that we do value families and appreciate your comments about the importance of spending time with loved ones at Christmas. As such, we will encourage our employees working on December 25th, to plan ahead so they can enjoy some quality time with family during the holiday season.

Our challenge this year is that we need to continue operations throughout the holiday season at Fording River to meet our production targets and commitment to customers. With respect to Elkview, unlike Fording River, it is plant limited and Elkview employees required to continue plant operations will be working over Christmas.

Again, thank you for expressing your concerns.

*Regards,
Bill Fleming
Vice President, Operations & Engineering*

I am confused as to what Mr. Fleming was saying in the second paragraph, "As such we will encourage our employees working on December 25th, to plan ahead so they can enjoy some quality time with family during the holiday season."

I think he is suggesting that all 200 or so families who are scheduled to work on December 25th at Fording River, move Christmas (December 25th) to an alternate day off and celebrate Christmas with their families at that time.

Can you imagine Celebrating Christmas on December 28th?

(Let's Pretend)
What Joy!

TECK, GOING GREEN OR NOT?

It's nice to see a Corporate Giant taking steps too go green and spare our planet from global warming and reduce our carbon footprint. I think not, meanwhile they have dumped 100's if not thousands of tires over the spoils where they will sit for thousands of years allowing all those nasty chemical to seep into the creeks and rivers.

As most of you are aware as of November 1, 2010 Teck is introducing a car pool plan for hourly employees, you must have at least 3 people in the vehicle. If you work overtime, you must take the bus; your pass is only good for your shift.

The Company has a very informative presentation on the screen in the dry and it breaks down the amount of money that you will save, the emissions we will reduce, and the safety of fewer vehicles on the road.

I find this message very ironic, especially when you see all of upper management driving Company pick-up's back and forth from home to the mine with only one person in the cab. When asked at our safety meeting whether management was going to car pool we were told, rather arrogantly, NO.

Nothing like Being a Courageous Leader.

At work you will see their vehicles idling for hours all over the mine site, are they really concerned about our environment, I think not. They may have a whole different agenda for not letting their employees drive to work. It's not the environment, and it's certainly not space, the previous shift isn't even off work when the next shift arrives.

GO GREEN!

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. Some toxic gases and solid particles in diesel exhaust are:

Health Effects

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.

Want to Rent the Union Hall?

*\$150.00 for Members
\$300.00 for Non-Members*

Your Local Union Web-Site

Check out your local Union Web-site at usw7884.com. You can find our Collective Agreement / Our Pension Plan / Our Benefit Plan/ News Letters / Lifestyle and Wellness / USW Scholarship Info. And many other important areas of concern.

CHECK IT OUT

General Membership Meetings

*Get involved and Get Educated
Attend Your
General Membership Meetings
Every third Wednesday of the Month*

@ 5pm

You Must Register for Pharmacare

Do you have a Pharmacare number? All residents of British Columbia are encouraged to register for Pharmacare even if your income does not entitle you to the benefits.

You must have a registration number on file with Sun Life when using your drug card. If you do not have a Pharmacare number and your prescription amount hits the cap of \$600.00 then Sun Life will have your card declined by your pharmacist until you have a Pharmacare number registered with Sun Life.

If you do not have a Pharmacare number you can register online at

www.health.gov.bc.ca/pharme or call 1-800-663-7100. If you need assistance or a computer to register online please contact the Union Hall and we can assist you in registering and obtaining a Pharmacare number. Once you have your Pharmacare number contact Sun Life Customer Service at

1-800-361-6212 and inform the customer service agent that you wish to submit your Pharmacare number to your file. Be sure that you have your Contract # which is 150038, and your Personal Certificate number, that would be your man number, and your Pharmacare number. It usually takes one business day for Sun Life to update your drug card.

If your Drug card is declined for this reason or any other reason, and it is urgent that you obtain the prescription, then you should pay for your prescription and manually submit an Extended Health Care claim form to Sun Life for reimbursement.

You can obtain these claim forms on the Sun Life web-site or stop by the Union Hall and pick one up or call us and we will fax it to you. If you have any difficulties please contact us at any time.

Attention New Members

Membership Cards

Some members have still not filled out their membership cards, if you do not have your card filled out at the Union Hall you may not be eligible for some benefits that you are entitled to. Get to the Hall and fill out your card, it only takes 5 minutes.

Show Your Union Card

1. Sparwood Husky (Sparwood ONLY)

- 1.5 cents off fuel
- 5% off in store (not on Tobacco or Lottery)

2. Sparwood Hose & Fitting

- 5% off

3. Intermountain Services

- \$100 off purchase of a seacan
- 10% off rental

4. NAPA

- 10% (applies to all mine employees)

5. Cummins Western Canada

- 5% off

6. BOARDSTIFF - in Fernie, BC

- 10% off

7. The Cottonwood Tree Health Food store in Fernie, BC

- 10% off

8. Ski Base - in Fernie, BC

- 10% off

9. Fernie Sports - Fernie, BC

- 10% off

10. Elk River Guiding Company - Fernie, BC

- 15% off

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

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

12. W.E Tax Services

- Call 1-800-845-1181

13. Mark's Work Warehouse 10% off – Discounts Cards can be picked up at your Local Steelworkers Hall

Worker's Compensation (WorkSafe BC)

The following describes a real WCB Claim and the problems associated.

The worker had a claim accepted in 1972 for his right knee which resulted in surgery and in 1993 the worker had another injury to his right knee which resulted in surgery. The WCB approved a knee brace for the worker and a clothing allowance pension for the worker to buy clothes which would allow for the knee brace usage. This pension is for the worker's lifetime.

In 2009, the worker had a further injury to his knee and saw his specialist. The Specialist recommended physiotherapy and continued use of the knee brace. The worker got in touch with WCB and made a claim and requested that he be allowed to get a new knee brace as the one he had received in 1993 was worn out.

It is important to note that WCB recognized that the workers knee would get worse overtime due to arthritis back in the 1990's, as a direct result of his accepted injuries and subsequent surgeries.

The WCB denied the worker's claim as their Board Doctor felt that the 2009 injury to the worker's knee could not possibly be related to his previous two knee injuries/surgeries. Furthermore the Board Doctor did not even consider the worker's 2009 injury as he didn't even know about it. We contacted the WCB and advised them that the worker had an injury at work in 2009 and they advised "Appeal It" Oh Ya, they also denied the workers request for a new knee brace because the knee brace would be for the 2009 injury which they denied. So the worker now has a pension to purchase clothes to accommodate a knee brace, but no knee brace. Sounds confusing, it is. The above illustrates how dysfunctional the WCB of BC has become.

Workers cannot rely on the WCB in this Province with any faith. Since 2002 the Liberals decided to revamp the WCB system and institute legislation that not only introduced drastic reductions to injured worker's coverage(ie: \$400 less a month for workers in the coal industry or similar paid industries. No pension's beyond the age of 65, before they were lifetime), but also developed new rules and limitations on what would be covered in the future.

According to the liberals these changes were needed to provide a Workers Compensation system businesses could afford. The WCB is completely employer funded. Employers pay to the Board a certain amount of money for each employee. The WCB is not a social

program like welfare or employment insurance. Many years ago business and workers agreed to a no fault insurance system provided 100% by employers, and workers gave up the right to sue for injuries at work. However as time goes on workers continue to see a downgrading in the bargain we made. So next time you get a chance to vote, remember WCB and what political party will stand up to WCB cut's and hopefully work to regain the bargain we made.

PS: We should note that the employer supports the WCB's decision to deny the workers claim/knee brace. We will let you know how the appeal turns out.

To Do List WCB

The Golden Rules

- 1.) Always Report injuries no matter how minor.***
- 2.) When you report injuries make sure you indicate all your problems.***
- 3.) Go to the Doctor and get your injury documented.***
- 4.) Contact the Union Hall to make sure you have properly documented your injury or claim.***

Grievance Report

Cell Phones

We recently had a rash of cell phone disciplines for workers using their cell phones at work. The Company several years ago introduced a workplace policy which restricted cell phone usage at the mine-site. An Arbitrator upheld that policy. As well many provinces have introduced new law's restricting cell phone usage while operating a vehicle. We urge all members to follow the policy and not bring their cell phones to their worksite. Leave them in your locker.

If you require the need for phone usage talk to your foreman so arrangements can be made. If you experience any problems with your request please call the Union hall for a more in depth discussion.

Employee Attendance Program

As you all know the Company introduced an attendance program last summer that saw Many of our members attend meetings in which their attendance was reviewed and for most were notified that they would be put on a program. The second phase of the program will be coming up in December and we strongly urge that if you are called to attend a meeting ask for a Union rep. Also take notes of what is said and who is in attendance. Please contact the Union Hall if you are called in for a brief discussion.

The attendance review policy is a unilateral Policy in that the Union has had no involvement in its development or implementation.

Training in Mine-Operations

Lately we have received a lot of complaint's that the Company is not training by seniority. Training within classification is covered by Letter of Understanding #13 (see page 113 of the Collective Agreement.) This letter makes it clear that training within the same job classification shall be done on a seniority based system.

Training outside the classification (ie: truck driver being trained on equipment) is covered by article 14.15 (please see page 50 of the Collective Agreement.) Again training shall be offered to the most senior person.

If you are having any problems with the training procedures at the mine, please contact the Union Hall.

Sharp / Explosive Objects in Laundry

There have been several instances where the Dry workers have unloaded the dryers and been poked and jabbed by objects left in workers clothing. The following are only a few of the objects found in the dryers.

- *X-Acto knives broken apart with the razor sharp blades mixed within the Laundry, Lighters, Bullets, pocket knives, crescent wrenches, watches. Etc*

Please remember that the dry people remove the laundry from the dryers with their hands. These types of objects left in your work clothes are very dangerous to the dry workers, especially from the hazards of being cut by a knife blade, or injured by an exploding lighter or bullet.

Please have consideration for the Health and Safety of your Co-Workers by making sure that your pockets have been emptied before throwing your clothes in for cleaning.



Employee & Family Assistance Program

*Did you know that you are entitled to free Confidential Counselling & Information for you and your family?
Call toll free: 1-800-268-5211 / Internet Access:
www.shepellfgi.com*

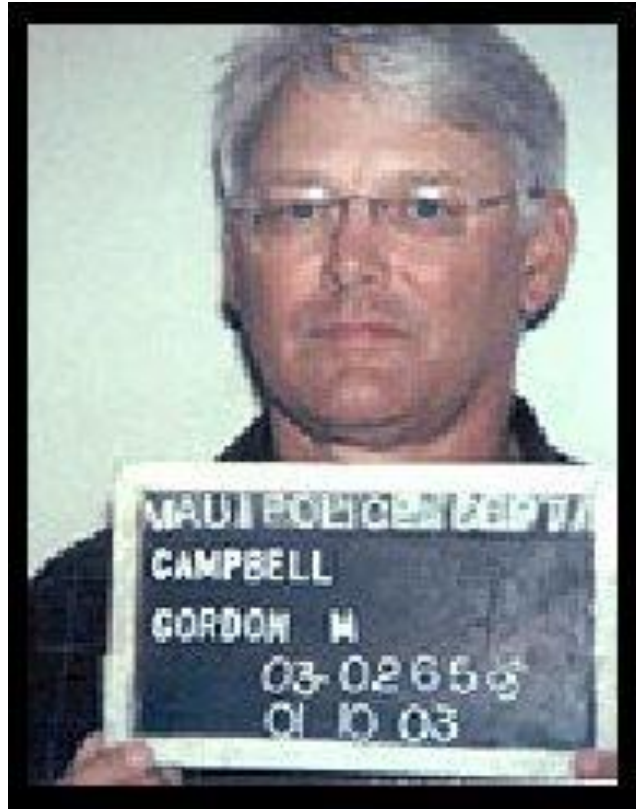
Relationship Issues, Childcare, Eldercare, Workplace Stress, Substance Abuse, Health Information, Legal Information, Financial Information, Family Counselling, Group Counselling, Couple's Counselling

Specialized programs that focus on a range of work, family and life issues. Preserving your confidentiality is at the heart of a Shepell.fgi EAP.

Our strict privacy policy goes the extra mile to ensure when you reach out for help, you can feel confident no one will ever know you've contacted your EAP, including your employer and co-workers.

If you need any further information, contact the Union Hall. 250-865-2223, or my Cell: 250-423-1024

B.C. Premier Gordon Campbell Resigns



British Columbia Premier Gordon Campbell announced Wednesday he is stepping down.

VANCOUVER - B.C. Premier Gordon Campbell says he will step down as the province's leader after weeks of speculation about his political future following the disastrous introduction of the harmonized sales tax.

Campbell says he has asked for a leadership convention as soon as possible because too much voter anger has bogged down his government's ability to get the job done.

"After considerable soul searching and discussion with my family, I've decided to ask the B.C. Liberal party executive to hold a leadership convention at the earliest possible date to elect a new leader of the party," Campbell told reporters at a news conference outside his Vancouver cabinet offices.

