

# ON THE LINE

## Treatment of Employees

*We have been talking with many of our past Union Members from (Fording River) who are now working elsewhere, like North American, Canadian Natural, Albion, Suncore, Syncrude, Kearn Lake, and they cannot believe the difference in their Wages and Benefits and most importantly on the way that they are treated on a daily basis by their employers. I had been informed by one of our past members who is now working in a Management position at one of the above noted operations that if they have a problem with a worker they must, first and foremost “treat that worker with decency and respect and discuss the issue in a calm and rational manner” If this does not occur and a Management person yells at or treats the worker with disrespect, they will be given one warning only, and if it happens again they will no longer have a job. Unlike some of the Management staff at Fording River who believes that yelling and disrespectful behavior is an acceptable practice when dealing with their employees.*



*Just recently at Fording River one Foreman was yelling at and disrespecting workers in an office in front of the General Foreman, instead of the General Foreman instructing the Foreman to stop yelling, he got up and shut the door to lessen the impact of the yelling from the workers who were congregating outside the office, getting ready for shift start, thereby condoning and being a participant in the abuse. Yelling is abusive, it demeans the person being yelled at, and frankly, it diminishes the authority of the yeller because it makes them look like and out of control jerk.*

*Teck needs to take a deep look at retaining the abusive Foreman vs. the destruction they rack on their ability to grow, attract, and retain the top talent that they so desperately need. No Yelling - Empowers Employees. Employees are far more responsive to friendly and cordial discussion, empowerment is a motivator.*

*Attrition rates can be cut by fifty percent and you keep your talent in place instead of losing it to your competition. Yelling is taken as a personal attack on character; it builds resentment and destructive motivations and increases employee sick time. Any employee who encounters such behavior by management is asked to immediately contact the Union Hall. [usw7884@telus.net](mailto:usw7884@telus.net). It's time to weed out this archaic behaviour.*

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## **Treatment of Employees - Continued**

*Recently a fairly new employee had called in sick on his first day shift. He went to work on his second day shift and toughed it through the day, but having a bad cough called in sick at around 5pm for his first night shift. Just after 7pm that night the Foreman called the worker at home and was not happy that he called in sick, and stated that he was taking too many days off. He proceeded to tell the worker that he was going to talk to someone, and when he came back to work they were going to have a meeting about his future at Teck, if he had a future at all. He then told the worker not to come back to work until he had a Doctors note. The next day the worker went to Emergency to see the Doctor and get a note to satisfy the Foreman, the Doctor diagnosed the worker with Bronchitis, and was told not to go into work for his last night shift. He went back to work his first dayshift the next set expecting some sort of meeting, hence his conversation with his Foreman on the telephone, but when he gave the foreman the note everything was ok and nothing was said.*

*The phone conversation really bothered the employee, in that the Foreman called him at home to give him shit, and tell him that his future at Teck was in jeopardy. Needless to say the workers days off were not enjoyable, he was sick and was dreading the meeting that the foreman threatened him with. The Foreman accomplished nothing by calling the worker at home, his actions were nothing short of workplace intimidation, and an abuse of power – come to work even if you're sick, or you may lose your job. It is essential for employees of any workplace to feel comfortable and respected in their work environments in order to be productive and enjoy their jobs. How do you get your workers to be the best thing that ever happened to you? By being the best boss that ever happened to them. The most productive environment is where employees are valued and treated with Dignity and Respect, and not bullied and yelled at.*

*The above noted is only a small example of management abuse at Fording River. I want to make it clear, a large majority of the bosses at Fording River are respectable; however there is a select half- dozen or so who continually yell, berate, and disrespect their workforce on a regular basis. If the General Foreman is getting up to close the door to lessen the impact of the foreman yelling, what kind of a message do you think he is sending to the rest of the workforce? Please call or e-mail the Union Hall immediately if you are abused by Management at work, it is time to eradicate these archaic dinosaurs.*



**ZERO Tolerance**



*It is with great pleasure that I am given the opportunity to inform all of you at Local 7884 that the Women of USW Local 9346 in Sparwood has formed a Women of Steel Committee. The Women of Steel Committee is a group of Sisters that have come together to help build a stronger Union. The Women of Steel helps build solidarity and mutual respect throughout the Membership. We organize informal, educational, and social events with the Community and local Committees.*

*One of the projects that we just recently completed was “School Supplies for Kids”. This project was a huge success. We provided backpacks filled with the required school supplies to over 90 children from Fernie, Sparwood, Elkford, and the Pass. The drive for school supplies started out by asking all the Brothers and Sisters to drop items into a drop box that we placed at a couple locations at work and at the Union office. A lot of the Brothers and Sisters were very happy to help. Teck and SMS were also very accommodating. Teck donated \$1000 and SMS donated \$754.*

*The project that we are working on right now is collecting shampoo and soap for Women’s Resource Centers and Safe Houses. We have several other plans for community work in the coming months and we are inviting the women from USW Local 7884 to get involved.*

*If there are any Sisters from the Fording River Local that would like to get involved in our “Women of Steel” Committee and would like more information please contact your President, Don Takala at [usw7884@telus.net](mailto:usw7884@telus.net) and he will provide you with my contact information. Also, you can check us out on face-book at Women of Steel Local 9346. Join us.*

*Remember: Unions need Women and Women need Unions. “Together We Can Make A Difference.”*

*In Solidarity, Sister Heather J Kelloway*

## BC's Top 1%: Doing fabulous, thank you

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

*Think again, while inequality in Canada is not as great as in the U.S., in recent years it has been growing faster here (as noted in [a recent report from the Conference Board of Canada](#)). As the CCPA documented in a report earlier this year on [The Rise of Canada's Richest 1%](#), "the 246,000 privileged few who rank among the country's richest 1% took almost a third (32%) of all growth in incomes between 1997 and 2007."*

*And here in British Columbia, the richest 1% have been doing remarkably well. Last June, the CCPA-BC released a [report on the erosion of tax fairness in BC](#). We found that BC's personal tax system (including income tax, sales taxes, property taxes, carbon taxes and MSP premiums) has become out-and-out regressive — amazingly, the richest 1% of BC households pay a lower overall tax rate than others. Meaning, in today's BC, as a share of one's income, the richer you are the lower your overall tax rate.*

*In fact, provincial income tax cuts introduced since 2001 delivered, on average, a whopping \$41,000 to the top 1% of BC households. How could the value of ten years of tax cuts be so great for the richest 1%? The answer: tax cuts are worth so much because the richest 1% have been making out so fantastically well. As of 2010, the average income of the richest 1% of BC households had reached a staggering \$820,000 (that's in one year!).*

*And the top 1% saw huge gains over ten years. Back in 2000, their average household income was \$602,000. So in ten years, their income rose by a fantastic 36% (double the inflation rate of 18% during that time). With the market producing so much gains for the wealthiest among us, why on earth did the government feel compelled to pile on with tax cuts for those who need it least?*

*Quite a contrast with the rest of us: real median incomes were flat during that period. If we are serious about addressing rising inequality, we need to increase taxes on the wealthiest British Columbians. BC's upper income tax brackets need to be increased, and we should bring in a new high income tax bracket.*

## Teck Resources Ltd - Key Executive Compensation

<b>Donald Lindsay President and C.E.O.</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
Salary	900,000	1,100,000	1,144,000	1,144,000	1,250,000
Bonus	950,000	900,000	0	0	0
Annual Other Income	0	0	0	0	0
Restricted Stock Award	1,209,604	1,631,997	2,216,004	1,307,250	2,132,400
Securities Options	0	0	2,282,784	426,288	2,030,045
LTIP Payout	0	0	0	0	0
Non-Equity Compensation	0	0	500,000	1,898,500	1,500,000
Other Compensation	0	0	376,000	216,000	493,569
<b>Total</b>	<b>3,059,604</b>	<b>3,631,997</b>	<b>6,518,788</b>	<b>4,992,038</b>	<b>7,406,014</b>
<b>Boyd Payne/Senior Vice President, Coal; President, Teck Coal</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
Salary	-	-	-	703,000	725,000
Bonus	-	-	-	0	0
Annual Other Income	-	-	-	0	0
Restricted Stock Award	-	-	-	327,020	533,100
Securities Options	-	-	-	106,572	444,072
LTIP Payout	-	-	-	0	0
Non-Equity Compensation	-	-	-	542,900	380,300
Other Compensation	-	-	-	1,385,658	3,811,247
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>3,065,150</b>	<b>5,893,719</b>

# ***Dangerous Occurrences***

***With all the new employee's and increased production, accidents, incidents, and Dangerous Occurrences are on the rise.***

***These are just a few of the many Dangerous Occurrences that have occurred recently on the mine-site, which had the potential to result in Very 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 so please Think, Look, and Listen and above all WORK SAFE and follow all safe work procedures.***

- *On the Kilmarnock Creek diversion project, a 30 ton articulated truck while returning empty on the Kilmarnock logging road, went off the road and flipped over down the embankment, there were no berms in place as required by the Code. The operator exited the haul truck, climbed up the embankment suffering bruising and a cut to his nose, and called for help on his cell phone.*
- *Worker was operating grader in Eagle 6 at Brownie 4.5 spoil ramp. When the operator made a swing to turn, the left front wheel sheared off and rolled approximately 250-300 meters down the active ramp.*
- *An unusual operating condition began to develop as the upper coal dryer chamber temperature slowly started rising, operators began efforts to reduce the temperature. The vacuum pressure above the grate dropped to half which affected the exhaust dampers. A dust explosion occurred in the drying chamber activating the emergency vent ducts relieving pressure. Flames were seen at the exit of the exhaust ducts.*
- *Employee was lifting front end of service truck with 6 ton overhead crane, the hoist cable broke when the service truck was 10 feet in the air. This caused the hook and truck to fall to the ground in close proximity of the worker operating the crane.*
- *Worker was operating a haul truck on Brownie spoil, while returning to 7 shovel empty, the truck left the road striking the berm and shearing off a power pole, the worker struck his head and mine-rescue removed worker from the truck, he was put in a C-Spine and transported to the area hospital for further observation.*

- *Worker was dumping waste on 1795 spoil, while backing in his right rear duels began to sink, when operator observed the sinking, he tried to unload truck before going forward and noticed left front tire beginning to lift up off the spoil surface. Operator was evacuated off truck and a safe work plan was developed by using another loaded truck to tow it from the soft area.*
- *8 RTD operator notified 7 shovel that he was going in to do clean-up on his blind side, 7 shovel loaded 2 more trucks on his good side then without confirming clearance scooped up a load and swung to his blind side where 8 RTD was still working, rocks from the loaded bucket dropped onto the RTD smashing the windshield covering the operator with glass.*
- *522 loaded haul truck was travelling down haul road towards turnbull dump. An empty truck was returning from the dump so the operator of 522 moved over to the right and was pulled into the ditch striking the southeast turnbull bridge rock berm.*
- *RT dozer Operator called to Shovel Operator for permission to make a pass close to tracks, Operator did not receive verbal confirmation from the Shovel Operator but assumed it was granted and preceded into 'restricted' area. Upon backing out the shovel began to swing to load a truck on the opposite side, and the counter weight struck a mirror mount and light on the RT.*
- *HT 533 was in the shop for left front suspension repairs. Truck was jacked up and supported on stands. Tire removed. Wire rope slings installed to support suspension. Crew changed at 19:00. Night shift decided to add a chain to help support the suspension. The jack supporting the suspension was removed to allow access to the tie rod. A short time later the chain/cable support system failed and suspension rod and spindle fell to the floor. Personnel were not in area at time of failure.*
- *Worker was acting as a guide for 114 haul truck which was reversing back onto road way, from shop, to do road test. After moving all the way back, Operator honked the horn to go forward. The worker guiding the truck was walking up left side of truck to do a drive along. After hearing the horn the worker proceeded around front of truck to get on it. But when truck started to move forward he ran wide 10 to 15' feet and across the front of the forward moving truck to get out of the way.*

- *Operator was running man-bus from the pit to the dry when the lugs affixing the left rear dual wheels failed causing the wheels to dislodge and come off the hub. The Operator maintained control and brought the unit safely to a stop; there were no reports of injuries.*
- *Operators were running waste to backfill spoil from 6 shovel in truck #'s 27, 49 & 75; on the return leg, #27 truck slid on ramp below switchback and Operator stopped truck on the ramp and called to shut the haul down. Shortly after, Unit #49, descending the ramp noticed the first truck stopped; tried slowing and skidded avoiding the stopped truck and parked his unit further on down the ramp. Unit #75 following behind spotted the stopped trucks and began slowing down and then sliding; Operator tried to control skid and rear of truck slid to the right and contacted the tail of truck #27 box.*
- *Worker operating D-11 dozer was moving up the ramp to get above 5 shovel. As the dozer came over the crest of the ramp the operator could not see that the ramp was compromised. The dozer started to slide to the left and rolled partially over onto its roof. The worker quickly shut down the dozer and called their foreman. Worker was wearing their seatbelt and was uninjured but was taken to First Aid as a precaution. Investigation was initiated to determine root cause.*
- *The operator of 12 RT (Cat 854B) was asked to provide a cleanup on the left hand side of 8 shovel by the Shovel Operator. The shovel proceeded to load trucks on the right hand side. As the operator of the RT was cleaning up the left hand side he inadvertently got within the swing radius of the shovels counterweight and contact was made as the shovel swung out of the bank towards the truck. Damage to the right hand side of the RT including the hydraulic tank resulted.*

***STAY ALERT & STAY SAFE***



## **EMPLOYEE BULLETIN**

*DATE: October 14, 2011*

*TO: All 7884 Employees*

***RE: Christmas and Boxing Day***

*Our current work schedule for 2011 has the site scheduled for full operation on Christmas and Boxing Day. All Departments have scheduled people to work in accordance with the needs of the operation.*

*There was some new language incorporated into the collective agreement this Spring as follows:*

*“For work performed on Christmas and/or Boxing Day, the Company will seek volunteers to work as long as efficient operations can be maintained. Should sufficient volunteers with the required skills not be available to work, those employees regularly scheduled will be required to work.”*

*If there are some employees who are not scheduled to work on Christmas or Boxing Day, but would like to work the statutory holiday premium shifts, they should let their foreman know prior to **November 15<sup>th</sup>**. The four shifts that we are seeking volunteers for are:*

*I Crew dayshift December 25, 2011 / F Crew nightshift December 25, 2011*

*G Crew dayshift December 26, 2011 / I Crew nightshift December 26, 2011*

*If you put your name forward to your supervisor, you must be clear on exactly which shifts you are volunteering to work on. The departments will then assess the volunteers' skills and qualifications and see if they can offer time off to any of the people scheduled to work Christmas and Boxing Day. Please be advised that we will do our best to accommodate the wishes of both the volunteers and those normally scheduled to work, but we must be able to run efficiently on both days and this will impact the decisions that each department makes.*

*A sign up sheet will be made available in each department to collect the names.*

***Only those employees who sign the sheet will be considered.***

# **You're Employee Assistance Program**

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

## **IS THE SERVICE CONFIDENTIAL?**

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

## **HOW MUCH WILL IT COST?**

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

## **HOW CAN THE SERVICE HELP?**

*Your EAP offers immediate, confidential support for:*

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

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

**Family Issues:** *Parenting tots to teens • Blended families Family relationships • Communication Single parenting • Aging parent concerns.*

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

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

**CONNECT WITH YOUR EAP. Immediate, confidential help is just a phone call away, Toll-free, 24 hours a day, seven days a week:**

**1 800 387-4765 or 1-866-833-7690**

For online Counselling visit: [www.shepellfgi.com/ecounselling](http://www.shepellfgi.com/ecounselling)

For online resources visit: [www.shepellfgi.com](http://www.shepellfgi.com)

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



Contact Your EAP  
Your First Call  
Resolving Your Issue  
Confidentiality

## Contact Your EAP

*If you anticipate immediate harm to yourself or others, please call 911 or your local emergency response services now.*

Contact Your EAP*	Available 24 hours a day, 7 days a week
From Canada and the U.S.	<b>1 866 833-7690</b>
From countries other than Canada and the U.S.	<b>1 905 886-3605</b> (This is a Canadian-based number; connect with your local Operator to place a call with reverse charges to Canada.)

# *January 1, 2011 - Sept 27, 2011*

## *Membership Demographics*

- *105 Casuals Hired*
- *30 Casuals Hired Full Time*
- *29 New Tradesman Hired*
- *11 New Tradesman Quit*
- *30 Members Retired*
- *33 Full Time Employees Quit*
- *24 Casuals Quit*

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### *As of Sept 26<sup>th</sup>*

- *Members with 5 years or less = 417*
- *With more than 5yrs-less than 10 = 156*
- *More than 10 yrs less than 20 = 69*
- *More than 20 yrs less than 30 yrs = 68*
- *More than 30 yrs less than 35 yrs = 195*
- *More than 35 yrs less than 40 yrs = 26*
- *More than 40 Years of Service = 1*

## *Labour sympathizers 'blacklisted Union*

*A Canadian labour Union representing migrant farm workers in British Columbia is claiming the federal government of Mexico, along with its Vancouver consulate, conspired with two Fraser Valley employers to keep as many as 100 of its members - all of them Mexican nationals - out of the country because they are Union sympathizers.*

*"Mexico is trying to play fast and loose with the law here. There needs to be a deterrent," said Andy Neufeld, communications director with the United Food and Commercial Workers Canada Local 1518, the Union that represents seasonal workers employed at Floralia Farms and Sidhu and Sons Nurseries. Workers won the right to certify under the UFCW in 2010 after a protracted labour dispute with their employers.*

*In documents filed in support of its complaints with the Labour Relations Board, the Union alleges the Government of Mexico has since acted to deliberately block specific workers involved in that certification drive from returning to Canada under the federal Seasonal Agricultural Workers Program.*

*The program allows agricultural employers in Canada to hire seasonal workers from Mexico and Commonwealth Caribbean countries for up to eight months every year. In B.C., workers are typically employed in greenhouse operations, picking fruit and vegetables, as well as packaging and freezing products. Each year workers must re-apply for a visa, and are subject to the selection and approval of their own governments.*

*Neufeld said the alleged blacklisting of its citizens by the Mexican government is a "clear violation" of B.C. legislation, which protects Union members and supporters. "You cannot do that. That's a right that every person in B.C. has, whether you are a migrant worker or not," he said.*

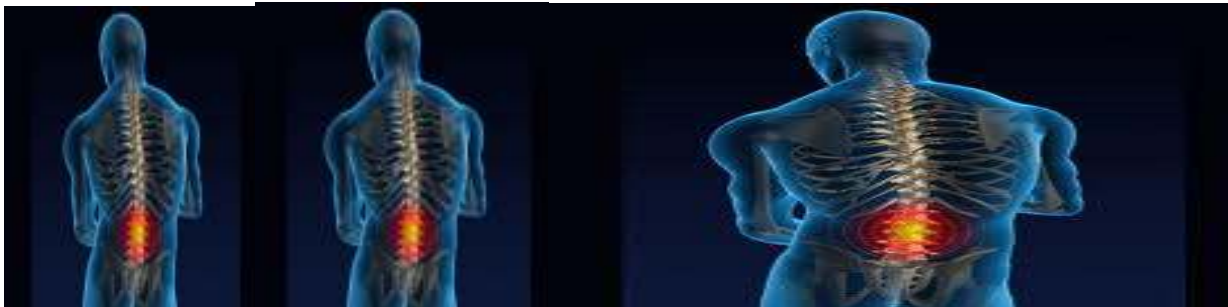
*The Union was unable to provide a specific number of people it believes has been affected by the so-called blacklisting, but suggests it could be up to 100.*

*Mexico has filed its own documents with the LRB, made available by the Union, advising the board it has no authority to intrude on the "sovereign actions" of a foreign state related to its own citizens.*

# **W.C.B. Report**

*As we have a lot of new members it is important to detail what obligations are expected of you if you suffer an injury at work.*

- 1.) Always report the injury to First Aid as soon as possible. To often workers believe that the injury will resolve on its own and they don't report it. This leaves it open to WCB to refuse the claim if problems persist.*
- 2.) Make sure that the injury is documented properly. Some workers limit the extent of their injury problems. For example: you suffer an injury when you are hit by a shovel. When you report it you only mention your lower back because that's what really hurts. You don't mention the slight soreness in your upper back/neck because it isn't too bad at that time. Later on, maybe several days, your neck gets worse. WCB will then deny your claim because you did not report this problem. Make sure the First Aid attendant has documented your claim properly, and ask for a copy of the report.*
- 3.) Seek medical attention. If your injury is serious see a Doctor immediately. This decision is yours, not the company's. We all recognize that not all injuries need to be addressed by a Doctor, but do not put off seeing a Doctor if problems persist, otherwise WCB will deny the claim because of lack of reporting thus it was not serious. Make sure the Doctor correctly documents your claim and sends his report to WCB.*
- 4.) Contact the Union Hall. We will assist you in making a claim to WCB. Yes, you have to report your injury to WCB. It does not matter whether or not you miss time from work. If anyone has any further questions regarding WCB, Please contact the Union Hall.*



## *Company Reduces Retirement Gifts*

*The Union Hall was notified by some recent Retirees that they did not receive the previous allotted retirement gift as was previously awarded to the retirees.*

*So that everyone knows, the Company had previously awarded a retiree who had between 20 and 30 years of service an \$800.00 gift certificate from their vendor of choice as a retirement gift, and a retiree who had between 30 and 40 years of service would receive a \$1000.00 gift card.*

*We contacted the Company and were informed that the retiree gift cards were indeed reduced to \$600 for 20-30 years and \$800 for 30-40 years of service and that the gift to a retiree is something that is done as a courtesy or nicety at the retirement dinner. Makes me wonder if those Key Executives outlined on page 5 are awarded the same amount as a nicety at their retirement dinners?*

*It seems that in their world there is no value in giving someone money who is going out the door. They will never get it; someone should talk to them about measuring things in human terms.*



# Occupational Health & Safety Report

*Everyone going home safe and healthy every day..... A good slogan but I feel that is all that it is a slogan, that is largely ignored by several people that are in upper management. I do not mean that they want to see anyone hurt in anyway, but why is Health and Safety the last to be addressed. Mine operations are getting new equipment, the maintenance department is expanding the main shops, but I and the whole OHS committee (worker reps) have been after the company for months to install signs that show where the safety department is. Still nothing, they are the invisible department of the mine. If safety is a core value why keep it hidden. Ask yourself and your friends who for the company is the top 3 people of the Safety Department and where are their offices located?*

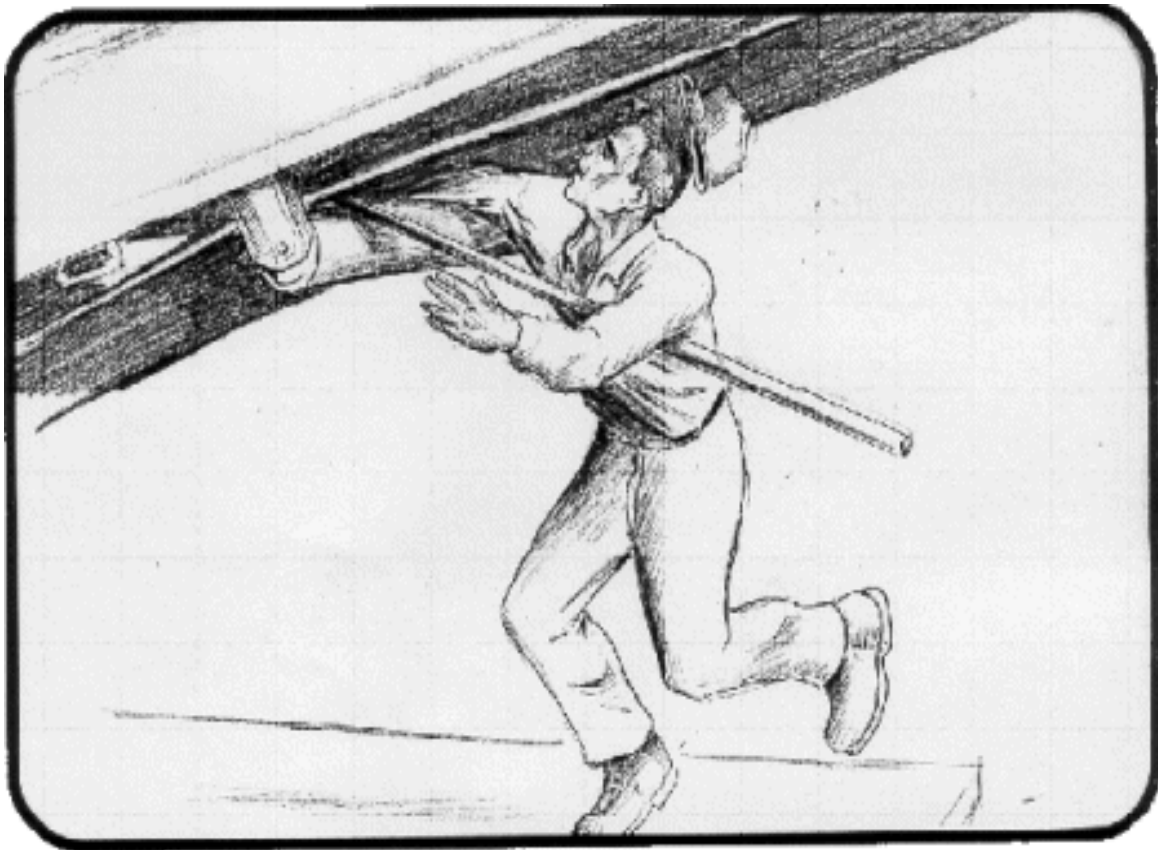
*Then there is the testing being done on site for water and air qualities. Now I know that the water is tested a few times per day but did you? Have you ever seen the test results? We have almost all seen the boil water advisories but not the test results, same with the air quality tests. The company is supposed to convert several tests in each area, several times per year. When was the last time you saw any test results? Do they think you are too stupid to read or understand the results? I just want to know why these are such guarded secrets. All workers have the right to know if they are exposed to harmful substances. These may be dust, gases, or fumes, etc. An informed workforce is a healthier workforce. Ask your supervisor to see the results for the testing that has been done. Or if you think you are being exposed to harmful substances ask for testing to be done. It may take a few weeks to get the results but then you will know. Your supervisor will co-ordinate with the First Aid Department to get and set up the test equipment.*

*The local hopes to put on a Safety Representative School soon. If you or someone you know is serious about Health and Safety, contact the Union Hall at 250-865-2223. Sorry company non union workers are not allowed, ask the company to train you. Then if you really want to learn Health and Safety contact the Union Hall. We do not teach Courageous Leadership we train Courageous Leaders, become one.*

*I would also like to know when this part of the company, is going to become Pro-active and not Re-active? Fording River has always been Reactive when it comes to Health and Safety. In August I told the company of a fatality of a worker that was killed by a conveyor belt. He was cleaning under a belt and the rake he was using got caught in the belt and the handle lodged against his neck. The company blamed him for not locking out the conveyor belt.*

*That is true, but look at what could have prevented this tragedy from happening in the first place. First of all why did he have to clean up spillage? Second if he locked out the conveyor, would it shutdown the plant. And was he under pressure not to shutdown the plant. By the way he removed the safety guards to do the clean up. Third were there pull cords on the conveyor belt? And if so, did it work, and if not, why not? A pull cord is a cable that runs the length of a conveyor belt that in an emergency can be pulled and it will shut down the conveyor. But most importantly I asked why not put a dead man switch on the guard? If a person moves the guard the conveyor is shut down. No if's ands or buts about it. It's a fail safe way to save a life. The response I got was silence then I was told it would have to be engineered. I told them no a switch is a switch. Install and eliminate the hazard, not rocket science. No engineer that we have to fix after they design it, a switch. The workers in the plant clean under conveyor belts every day, but do not have dead man switches on the guards, I ask why not?*

***Everyone going home Safe and Healthy everyday  
is a good Slogan.  
But it's just a Slogan?***



## **Grievances Referred to Arbitration**

06/11-0088 – Union Policy Job Descriptions – Referred to Arbitration  
06/11-0107 – Not offering work on a Stat Holiday – Referred to Arbitration  
06/11-0144 – Unjust Discipline – Referred to Arbitration  
06/11-0150 – Unjust Discipline – Referred to Arbitration  
06/11- 0131- Unjust Discipline – Referred to Arbitration  
06/11-0162 – Refusing proper care to a sick employee – Referred to Arbitration  
06/11-0163 – Distribution of Overtime – Referred to Arbitration  
06/11-0164 – Distribution of Overtime – Referred to Arbitration  
06/11-0165 – Unjust Discipline – Referred to Arbitration  
06/11- 0167 – Unjust Discipline – Referred to Arbitration  
06/11- 0168 – Company using a tape Recording device – Referred to Arbitration  
06/11- 0171 – Demanding a Doctors Note- Referred to Arbitration  
06/11- 0174 – Not Reporting Accident Investigations – Referred to Arbitration  
06/11-0178 – Unjust Discipline – Referred to Arbitration

## **General Membership Meetings**

Get involved and Get Educated, Attend Your General Membership Meetings every third Wednesday of the Month @ 5pm Every Month of the Year except August and December

## **Want to Rent the Union Hall?**

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

# **Your Local Union Web-Site**

**(Can be found at) [usw7884.com](http://usw7884.com)**