



Kootenay Steward

www.steelworkers1-405.ca 201-105 9th Ave S Cranbrook, BC Ph. 1-800-262-2389 Summer 2015 Edition

USW 1-405 Election Results

USW 1-405 Operations:

Atco Wood Products—
Fruitvale

Canfor:
Canal Flats
Elko
Radium
Woodlands/Garage

City of Kimberley

East Kootenay Community
Credit Union: Cranbrook
Fernie, Elkford

E.K. Log Haulers

Fireside Inn—Castlegar

Galloway Sawmill

Heritage Credit Union/HG
Insurance: Castlegar,
Slocan Valley

Interfor Sawmill:
Castlegar

Kimberley Alpine Resort

Kootenay Insurance Ser-
vices—K.I.S.

Kootenay Savings Credit
Union: Kimberley

Louisiana Pacific—Golden

Nelson and District Credit
Union: Nelson, Crawford
Bay, Rossland

Stella Jones Pole Plant:
Galloway

Trickle Creek Lodge—
Kimberley

The tabulating committee of Local 1-405 counted the ballots for the recent election for the positions of President and 1st Vice-President on June 15, 2015.

The tabulating committee for USW Local 1-405 consists of:

Gail Goyer—KSCU

Rick Loewen—NDCU

Rob Honeyman—Kimberley Alpine Resort

The positions are for three-year terms, as per the constitution and bylaws of the USW.

The results of the ballot:

President:

Doug Singer — 733

Rick Boekestyn — 186

1st Vice President:

Doug Wood — 661

Stuart Moore — 252

The balance of the Officer Positions are as follows:

Financial Secretary: Jeff Bromley

2nd Vice President: Grant Farquhar

3rd Vice President: Bryan Gaudet

Recording Secretary: Cheryl Buday

Warden: Jeff Mather

Conductor: Tom Molenaar

Trustee: Alison Lafortune

Trustee: Gord Haine

Trustee: Colleen Woodman

Bargaining Update—Heritage Credit Union/HG Insurance

The collective agreement between the USW Local 1-405 membership at Heritage Credit Union and HG Insurance in Castlegar and Slocan Valley expired May 31. While the two operations are separate with separate collective agreements, they are both owned by Heritage Credit Union and bargain together. Following a very quick pace, talks broke down with the employer due to the employer stubbornly trying to force the membership into concessions. A two-tier wage schedule that would see members earning different wages for the same work; and no money in the first two years, forced the bargaining committee to seek a strike vote from the membership. The membership voted 91% in favour of a strike in order to push the employer away from their concessions. Following a two-day session with a mediator appointed by the BC Labour Relations Board, the bargaining committee was able to move the employer off of the two-tier wage schedule.

Although the mediator wasn't able to completely broker a fair settlement, there has been a mediator's report that contains recommendations for a settlement. The bargaining committee at HCU/HG Insurance will review the report and devise a course of action.

Bargaining Update—EKCCU

The collective agreement between the USW membership at EKCCU—Cranbrook, Fernie and Elkford branches expired March 31, 2015. To date the bargaining committee has only been able to secure five dates to meet and exchange proposals.

The employer continues to focus on negotiating new Job Posting/Cross Training (Spare Positions) language that would fundamentally change how positions are awarded within the collective agreement.

While the negotiating committee continues to be frustrated at the pace, or lack thereof, and the lack of any urgency whatsoever in getting a fair collective agreement, we continue to make ourselves available

throughout the summer holiday season to try and negotiate a fair collective agreement. Whether or not the employer put the same effort into that goal remains to be seen.

UPCOMING BARGAINING in USW Local 1-405:
EKCCU—ongoing

Heritage Credit Union/HG Insurance—ongoing

Kootenay Savings Credit Union—Fall 2015

City of Kimberley—February 2016

Nelson and District Credit Union—Spring 2016

Kimberley Alpine Resort—Fall 2016

Trickle Creek Lodge—Fall 2016

Kootenay Insurance Services—December 2016

Forestry Sector

Canfor— Elko, Canal Flats, Radium, Woodlands: Canfor Canal Flats as a one shift operation began May 4, 2015. The mill, which reduced their workforce from 170 unionized employees to 70, continues to recover from the devastating loss of jobs. While 15 USW members were able to receive a negotiated severance package, another 20 were able to transfer to Radium, Woodlands and Elko through the Job Posting Supplement and Application of Seniority agreement, reducing but certainly not eliminating the loss to our members at Canal Flats.... Canfor Radium and Elko continue to run at or near full capacity for our 300 members between the two mills however some aggressive management tactics continue to keep our Plant Committees busy with grievances.

Galloway: Since early May Galloway has been on a reduced work week (4 days/week) due to the recent slumping lumber markets. Recently announced upgrades to the Trimmers (an Auto-Trimmer/Scanner) are on hold until the markets rebound.

LP Golden: The engineered wood products mill in Golden continues to run however signs of a slowdown in the markets are evident as the fourth shift—a compressed weekend shift—has been laid-off. USW 1-405's biggest operation continues to run on a 3-shift basis throughout the week. A recent 2-day "Safety Shutdown" that had a large portion of our members sent home to "think" about safety has resulted in a very large group grievance being filed over the unfair action.

Interfor—Castlegar: The mill in Castlegar is currently undergoing a \$50 million upgrade to the sawmill that will ensure the mill's low-cost competitiveness for years to come. The Plant Committee at Interfor Castlegar continues to fight a contracting out issue within the log yard over logs being processed out of the Columbia River Reservoir and transportation of Hog Fuel.

Stella-Jones Galloway Pole Plant: The pole plant continues to face a challenging pole market and the plant will take some down time around the Canada Day stat holiday.

Atco Wood Products—Fruitvale: The veneer plant in Fruitvale continues produce in a tough market for our 35 members there.

USW Humanity Fund Contributes to Local food banks and Women's Resource Centers

The USW Humanity Fund is a wholly Canadian organization that helps out those in need both across the nation and all around the planet. Started in 1985 by Steelworkers in Canada that negotiated a penny an hour (approximately \$20/year) to the fund by our members, currently over 67,000 USW members contribute to the fund.

Dedicated to fighting poverty, last year 71 food banks across Canada received contributions from the Steelworker Humanity Fund including two from our Local—Cranbrook Food Bank and Community Harvest Food Bank in Castlegar. Our Local Union continues to apply to have other food banks in our Local Union boundaries be approved for annual donations. Four delegates



Pictured l-r: Rob Honeyman—KAR, Alison Lafortune— City of Kimberley, Heather Smith and Cathy Oscarson—Kimberley Food Bank

attended the USW District 3 (Western Provinces and Territories) conference in Edmonton in April. The Humanity Fund announced that \$30,000 would be donated to worthy causes throughout District 3 in the form of 10, \$3000 donations to Locals who made submissions prior to the conference. Local 1-405 received \$9000 in donations for the Kim-

berley Helping Hands Food Bank, the Golden Women's Resource Center and the Golden Chapter of the Special Olympics all received \$3000 each. The Cranbrook Women's Resource Center along with the Fernie Food Bank also received \$3000 donations from submissions by our sister Local, USW Local 9346—Sparwood (Elkview). The inclusion of the Southern Interior Master Agreement, along with independents' Canfor, Interfor, LP Golden and Stella Jones and our members that work in those operations bring the total to over 1200 1-405 members that are now contributing to the Humanity Fund.

For more information on the Steelworker Humanity Fund please visit www.usw.ca/act/activism/humanity



Courtney Janes (right) - Chair, LP Golden presents a cheque to Marie-Helene Labonte of the Golden Special Olympics



Pictured l-r: Melanie Myers of the Golden Women's Resource Center accepts a cheque from Denise Darbyshire and Krista Sander, USW Women of Steel members from LP Golden.



USW Forestry Master Agreement - 2015 2.5% Increase & \$1000.00 Lump Sum Payment

2.5% July 1st 2015 Pay Increase

After the July 1, 2015 increase, operations covered under USW Canfor, LP Golden, Stella Jones, Interfor or Southern Interfor Master Agreements will see base rate rise from \$26.715 to \$27.385. A \$0.67/hour increase over an average year (excluding OT) puts an additional \$1,393.60 into the pocket of a worker receiving base rate.

This amount increases as wage rates increase. Trades will see their rates increase from \$36.925 to \$38.36, for a yearly increase (excluding OT) of \$2,984.00/year.

\$1,000.00 July 1st 2015 Lump Sum Payment

In addition to the wage increase, Members will also receive a \$1,000.00 signing bonus on July 1, 2015. Due to some confusion regarding qualification of the Lump Sum the Union and Companies met and agreed to the following application:

All active regular employees on the seniority list as of July 1 will be entitled for the Lump Sum in accordance with the following:

- The prior 12 months of employment will be analyzed and members will be entitled to 1/12 payment for each month they worked at least 1 day .
- Time on WCB benefits or Vacation is considered time worked.
- Employees on leave of absence on July 1st will be entitled to payment of the Lump Sum upon their return based on the above process.
- Casuals Members will be entitled to prorated Lump Sum payment based percentage of full time hours worked.
- Employees who remain on probation on July 1 will not be entitled to Lump Sum payment

*The Officers and Staff of USW Local 1-405 wish all members
a happy and safe Canada Day holiday.*

