

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-Trimmed/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 the USW Southern Interior Master Agreement (SIMA) 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 the top of the wage scale, 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 for the Lump Sum, the Union and the IFLRA met and agreed to the following application for SIMA operations.

Members will qualify for the Lump Sum in Article 5 Wages Section 1 (a) with the following understanding:

- To qualify for the full lump sum amount Members will have to qualify for the 2015 July 1st statutory holiday by working their scheduled shift before and after the Statutory holiday both must fall within a 90 day period.
- Employees on leave of absence who do not qualify for the July 1st Statutory holiday will be paid a prorated amount based on number of hours worked in the previous year in accordance with the attached table
- Employees who remain on probation on July 1 will only be entitled to payment if they complete their probation period and remain available for full time work by September 15th.
- Casuals and part time Members will be entitled to payment based on hours worked in the previous year based on the table attached.

Worked Hours in the prior year	% paid
0 to 149	0%
150 to 299	10%
300 to 449	20%
450 to 749	30%
600 to 749	40%
750 to 899	50%
900 to 1,049	60%
1,050 to 1,199	70%
1,200 to 1,349	80%
1,350 to 1,499	90%
1,500 & over	100%

USW Southern Interior Master Agreement

ARTICLE XIII - STATUTORY HOLIDAYS AND FLOATING HOLIDAY Section 2: Qualifying Conditions

(c) An Employee, to qualify for holiday pay, must have been on the payroll thirty (30) calendar days immediately preceding the holiday and must have worked his last regularly scheduled work day before, and his first regularly scheduled work day after the holidays, unless his absence is due to illness, compensable occupational injury, or the Employee is on authorized leave of absence.

(d) In the case of illness or injury, the Employer shall have the right to request a certificate from a qualified medical practitioner. (Emphasis added)

Success Through Solidarity