

UNITED STEELWORKERS LOCAL 6166

STEEL GAUNTLET

President's Report

Good day Brothers, Sisters and Friends of Steel!

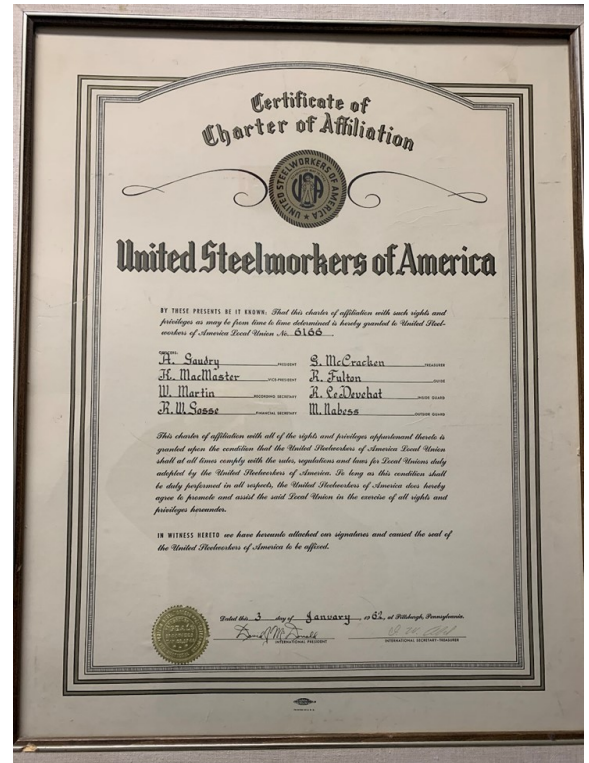
There has been a lot to digest as we wrap up 2021 and head into another year!

It has been over a year since the workforce adjustment had 28 of our members retire early and 75 members laid off. The rapacious experiment by the company has been an abysmal failure and we are in crisis with those workers gone. The attempt to rehire the workforce, especially in the trades, is not working and we are short people. We have filed all the appropriate grievances and will be proceeding to arbitration. The motive for the disparaging changes is still not clear to everyone who works in the operation and understands the negative impact this has had. The act of laying workers off and trying to rehire them within the same year simply defies reason.

We are very concerned with the approach taken on development miners, with the demise of company training for the job and the changes to the mines incentive system it is apparent development miners are dwindling in numbers. It seems the trend here and in Ontario is to push this off to another contracting body. Many here would agree this started when Stope school was eliminated. It seems lost on the company that development miners are the ones who work at the face of the mine to extract the ore that pays all other bills. Part of our heritage is being slowly ripped away as if we would not notice the intentions.

The challenges all our members face and overcome every day has not let up as Covid, operational confronts, ventilation, organizational changes, frustrating mines incentive, consistent pay stub and pay issues to say the least has many wondering what 2022 will look like. It is our solidarity that is more important now than ever! We all know how it is being tested and as we enter the halfway point of our collective bargaining agreement. We must all stay united for **our** future here.

As seems to be the norm lately, there has been changes at the top of the company and in our operation here in Manitoba. The trend continues and will likely be a precursor for even more changes as it is also being coupled with a renewed push to lower costs further. To be sure it will make for a very interesting time ahead!



USW 6166 Charter of Affiliation

USW 6166 is celebrating 60 years of Solidarity in Thompson! On January 3rd, 1972 we signed our Certificate of Charter of Affiliation with the United Steel Workers of America and began the labour movement in Thompson. We will be recognizing our anniversary throughout 2022 as there are thousands of members who have taken part our history here in Thompson.

I would like to thank the USW 6166 Executive Council, our WSR's, the office staff and all our activist on the floor for their work and dedication to our membership. As we look to take on the challenges in the year ahead know that our goal is to secure our future for our Brothers Sisters and Friends here. I know that our Solidarity will prevail.

Merry Christmas and Happy New Years!

Warren Luky

President USW Local 6166



USW 6166 Executive Committee

President: Warren Luky
 Vice President: Scott Clements
 Recording Secretary: Todd Burnside
 Financial Secretary: Travis Hart
 Treasurer: Michelle Tomashewski
 Trustees: Keith Compton
 Jim MacIntyre
 Randy Wischnewski
 Guards: Glen Boxell
 Lyle Laybolt
 Guide: David Lytle

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The views and opinions expressed in this publication are not necessarily those of USW Local 6166.

The Steel Gauntlet is a publication of USW Local 6166 located in Thompson, Manitoba, Canada.

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In Memoriam Danielle Adams



Sadly, it is with heavy hearts and deepest condolences that we mourn the loss of Danielle Adams, MLA for Thompson. This picture sums up how she was always there for us and our members. Taken way to early and with a such a shining future our hearts go out to her family. Our flags were at half-mast to commemorate the passing of Danielle as we mourn with all who she has touched.

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Contracting Out Coordinator Update

Happy Holidays Brothers and Sisters.

I see by the calendar on the wall that it is time for Christmas once again. As we draw near to the end of the year, I find myself reflecting on the past year's events working for Vale. I don't feel I need to go into the ups and downs that we all have faced with the work force reduction, the ever-changing people in the staff roles, and the constant new detectives we are given almost on a bi-monthly basis does make it challenging to say the least.

We have 26 grievances in the system and have seen very little interest from the company to deal with these grievances. To date the company has contracted out almost 52,000 hours so far this year and with no end in sight, I predict a very busy 2022. I don't believe the company has a plan for a way out of the predicament of low labor numbers and the inability to lessen the amount of bargaining unit work going out to contractors and trying to achieve their commitment to the agreement reached in our current C.B.A when it comes to the elimination of contractors doing bargaining unit work.

We have been seeing some positive changes when it comes to the company trying to work within the contracting out process. I believe that they are seeing real advantages to working within the contracting out process. The data point we collect and the fact that the contracting out committee with the help of some key people like John Buda and the construction crews from T1 and T3 helped save the Manitoba operation over \$ 1.2 million dollars so far this year (2021) and I thank everyone involved for their commitment to the process and to make

the Manitoba Operation more competitive on the world market.

We have had more changes to the contracting out committee make up. We are saying goodbye to John Buda as company co-chair for the committee and welcoming Inge Robinson as the new company co-chair. Inge brings to the table new energy, and a commitment to making sure the process is followed while seeking new opportunities to save money. I would also like to welcome Shane Dicks to the contracting out committee as the site services alternate area representative. Please join me in welcoming Shane to the committee.

Lastly, I would like encourage anyone who would like to join our team for contracting out or if you're interested in joining any other USW committees, please talk to the USW area representative, worker safety representative or union Stewart and make it known you are interested in joining the team of activists to represent our members or call down to the Union Hall at 204-677-1700 and state your intention to join the team.

Merry Christmas to everyone and hope you have a safe and happy New year.

In Solidarity,

Glen Boxell

Contracting out Coordinator

A Parting Message

I've worked for INCO/Vale for 31 years and have recently decided to retire. I had the pleasure of working with some amazing people and, I won't sugar coat it, some people I'm happy to never work with again lol. I've worked hard, had some good training with refinery rescue and all the jobs I've had in the refinery and underground over the years through the company that I can take with me where I go next, but the best training and the most rewarding work I've done is with the union.

With being part of Safety, Health & Environment, I've learned how to spot hazards and unsafe conditions. How to make them safe. I've learned how to use the "Workplace Safety & Health Act", not that I know everything in it but I can look something up and find it when needed. I've helped our brothers & sisters stay safe and it's a good feeling knowing someone can go home to their family the same way they came into work because of you.

As a shop steward I've learned the CBA and how to interpret contracts. I hope I've learned when to talk nice and when to not be nice. I've learned how to look for loopholes, grey areas and exploit them. How to talk to management & make them see your point. I've learned to dig deep into the situation and find out all the facts. How to file grievances, write reports and document all the evidence in a case. I've taken courses on arbitration and again it is a good feeling getting someone's job back who did not deserve to be fired.

Being part of the Steelworkers Emergency Response Team (ERT), I have learned the skills to help people after a tragedy. I've travelled with the team for training and to go to other steelworkers' sites to help when needed. It can be difficult hearing heartbreaking stories. Once again it can be a good feeling helping them get through those difficult times.

As a member of 6166 executive, I've learned Robert's rule of order, how meeting should be conducted where all our union dollars go, and some say on where it goes. I've learned how to do an audit and make sure every penny is accounted for and all the i's are dotted and t's are crossed.

I can go on and on about what a great experience it has been being a Union activist but it's time to pass on the torch to the next generation. My only regret with my union career is I did not start sooner. So, my brothers & sisters if you like to help people want some amazing training, travel to places nationally and internationally, advance your career to new and exciting job opportunities, come out to a membership meeting, and see what interest you.

One last word. I know some of you will be saying I don't want to help people who don't deserve it. Again, I'm not going to sugar coat it, there are some employees who take advantage of the fact we are a unionized workplace but if we don't fight for them, it sets a precedence for when a company tries to push a good employee around. I also know some of you will say there are union activist who are only in the union to get out of work. Again, I will not sugar coat it they are out there but most union activist are hardworking men & woman who stepped up to a Challenge. Are you one of them?

PS I did not retire just because I was asked to write an article. lol

In Solidarity,

Jim MacIntyre

Divisional Health and Safety Update

Season's Greetings Brothers and Sisters,

As 2021 ends, I reflect on concerns for safety in the workplace. During this past year, while dealing with the ongoing pandemic, work has been changing, evolving and to say the least frustrating.

In 2021 there's been significant incidents that have uncovered deficiencies in work performed. These deficiencies included training and qualifications required to perform work. Other deficiencies included divisional policies, departmental policies and SafeWork procedures that were outdated or nonexistent.

During investigation interviews, employees often state after an incident they have remorse, like it was their fault an incident occurred. When discussing their training, the associated hazards and risks in performing the work the picture often changes for them. The discussion after an incident reflects on how the holes in the Swiss cheese lined up for the incident to occur.

Investigations have found that work is being performed with experience and often using common practices, instead of having a written SafeWork procedure. Experience is not the same for everyone. When performing work, an incident occurrence may not be understood as it is deemed as part of the regular work. I've heard during investigation interviews "It happens all the time" but results in minimal or no consequences to employees so they go unreported.

If an incident occurs again and no controls have been put in place to prevent a reoccurrence, the root cause may not have been understood or determined. The actual consequences of incidents appear to cloud the potential consequences contributing to not determining the root cause.

How do you move forward safely as a worker? What can you do to start your day? Ask yourself, what you know about safety and the work you've been assigned to do? Do you know the hazards and risks associated with this work? You have the "**RIGHT TO KNOW**" as a worker.

Unfortunately, you don't know what you don't know, until it's too late.

What are your qualifications? Do they pertain to the work you have been assigned? If it is work you've previously done, but do not do every day ask if you're current in your training. Ask for any policies and SafeWork procedures relating to the work you are about to perform. Trust your gut! If it's telling you something doesn't feel right, often it's right. Stop and talk to a competent supervisor for guidance when unsure. We've seen too often that lives were lost by inches and seconds. The last line of defense for you the worker is your "**RIGHT TO REFUSE**" unsafe work!

All work must be planned with risk assessment and controls in place for the associated hazards and risks to workers doing the work. Now this is with your everyday routine work as well. When there's an abnormal job or condition a JHA is done. These are developed with you, the worker performing the work, discussing the hazards and risk using controls to protect yourself and other workers.

SAFETY is not a one-person job. It requires everyone to be engaged to ensure everyone returns home safe at the end of the day.

The JHSE Committees are always looking for new members reach out and join now! You have the "**RIGHT TO PARTICIPATE**".

I would like to wish everyone a Happy New Year and let's strive for a safer 2022!

In Solidarity,

Todd Burnside

USW UPCOMING EVENTS

Membership Meeting	Jan 19, 2022
Membership Meeting	Feb 16, 2022
Membership Meeting	Mar 16, 2022

THESE ARE SCHEDULED MEETINGS WHICH COULD BE CHANGED/CANCELLED DUE TO PROVINCIAL ORDERS.

Current Mailing Address for Members

In order to keep our Membership list current, we do require you to update your mailing address. Please contact Val, Administrative Assistant, at 204-677-1700; E-mail: vmattila@usw6166.com or drop by the USW Local 6166 Office at 19 Elizabeth Drive.

