

STEEL GAUNTLET

President's Report

Greeting Brothers, Sisters and Friends of Steel!

There is much to catch up on for USW6166, and our membership, as we wrap up 2024. We have a new collective bargaining agreement with Vale after members voted to ratify the tentative agreement on Wednesday September 11th. The collective bargaining process was respectful, and we made gains with the 4-year deal. I would like to thank the bargaining committee, our office staff, the representatives, and our communication action team who all worked hard get the deal. It took a collective effort from everyone and the Solidarity of you, the membership, to achieve the gains we did at the bargaining table.

We were able to not only get wages, benefits, and pension, also there was some movement on vision coverage. There is expanded language on rest periods and the medical treatment access plan (MTAP) that will help members who need services in Winnipeg that they cannot get here.

As part of our mediated settlement for the work force adjustment grievances, a strategic plan is in development. This plan will be a road map for both Union and Company to address the contracting out of our members work in the plant. There will need to be a change to methodically claw back "our work". The company has become much too addicted with using contractors over the years. This practice will stop, and it will only happen with an agreed upon process to do it.

The company is in a period of flux as it splits from corporate Brazil Vale to Vale Canada Inc. The business will be going back to being a "stand alone unit" and that will mean some changes. Many of us are familiar with change in the company and so it makes us a little uneasy on how that will affect us. Personally, I believe 2025 will be a challenging year as the management fits into the new organizational structure. All we can do is stay focused, be patient, and work safe!

There will be some changes in the USW 6166 structure. Tony Colbourne will assume the Divisional Safety and Health role. We are working to change this role so there is focus in the areas that need assistance. Travis Hart will be Worker Safety Rep in the Concentrator/Utilities. Paul Beck will stay at T-3 Mine. Glen Boxell will be moving from the Contracting Out Role to be the WSR for T-1, Shops and Transportation. Dave Lytle will assume the role of Contracting Out Coordinator. The changes will be reviewed in 6-month time to determine the effectiveness intended to better serve our members needs. I must also thank Todd Burnside, who has moved into an opportunity working with Learning and Development. He was instrumental in navigating the covid crisis and the multiple challenges given a company in change and flux. Thank you, Todd, for your hard work and dedication and best of luck in your new endeavors.

I also want to recognize Glen Boxell for his outstanding work as the Contracting Out Chair. He took the role to another level, and we are on a new track due to his efforts. He has tracked information with excruciating accuracy, and issues are dealt with immediately. We have had success this year with a Mediated settlement that was good for our members, the Union and will get the process back on track to eliminating contracting out. Thank you, Glen!

This year has also seen the company refocusing in a depressed nickel market that was not predicted a few short years ago, of what was supposed to be a booming EV market. Unfortunately, there were



Team Manitoba in Ottawa to lobby for MB Operations.

lay offs in parts of the operation that do not affect hourly members. The company stated that this was needed to keep afloat in the current market conditions. This can be unsettling for those of us in the mining industry and we are wondering about our future here. We can be comforted in the fact that the Mb Operation is already lean, and hourly members are in demand. The Mb Operations head count needs to be larger, especially when we start taking back more of our work! Fact is the mining industry is cyclical, and we ride out good times and bad. I am sure we will be able to take on the challenges of 2025, however it will be a rough year of changes.

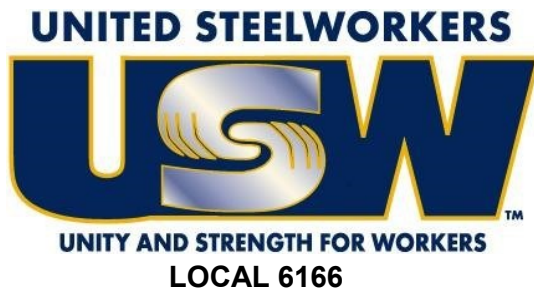
The Thompson Mine extension was the focus of a lobby effort for our community and its future. USW 6166 was invited to attend this lobby in Ottawa with local leaders from the City of Thompson, NCN, our Manitoba legislative representative, Minister Jamie Moses, Jeanette Savoie, and Director of MB Ops, Stacy Kennedy. Vale involved these unique community representatives to help tell our story: Thompson is a good place to invest. Thanks to some expertise on navigating Parliament Hill, we all were able to meet with Ministers and Members of the Prime Ministers Office and the Official Opposition to help create investment in our future. The request was to allow the use of funding credits with current programs in the front of the mining cycle to unlock the nickel underground. We need to get the Thompson Mine Extension project secured to ensure a long future here. We all worked as a Team to get our federal government in a position to be able to contribute to the expansion. While we were unable to secure a financial condition, we are closer to realizing how both current Government and the Official Opposition, perhaps next government, to help. Working as a unified front the message was clear, Thompson is worth investing!

In closing I would like to thank all our activists and invite members to sign up to a committee! We want to get more members involved so together we are better able to take on our future here.

Merry Christmas and Happy New Year to everyone. It is with your Solidarity that we can create a future here for many years to come.

In solidarity,

Warren Luky



USW 6166 Executive Committee

President:	Warren Luky
Vice President:	Scott Clements
Recording Secretary:	Clement Brown
Financial Secretary:	Travis Hart
Treasurer:	Glen Boxell
Trustees:	Keith Compton
	Jesse Bienias
	Craig Nychporuk
Guards:	Paul Beck
	Brent Chartrand
Guide:	David Lytle

USW 6166 Office Personnel

Warren Luky	204-677-1700 Ext 2
<i>President</i>	
Tony Colbourne	204-677-1700 Ext 3
<i>Safety, Health & Environment Divisional Chair</i>	
Scott Clements	204-677-1700 Ext 4
<i>Conflict Resolution Coordinator</i>	
Dan Dnistransky	204-677-1700 Ext 5
<i>Joint Problem Solver Coordinator</i>	
David Lytle	204-677-1700 Ext 6
<i>Contracting Out Coordinator</i>	
Val Mattila	204-677-1700
<i>Administrative Assistant</i>	

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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Contracting Out Coordinator Update

Happy Holidays, Brothers and Sisters of Steel,

As I see by the calendar on the wall, it's Christmas time once again. As we draw near to the end of the year, I find myself reflecting on the events of the past few years while performing the role of Contracting Out Coordinator. It has been very exciting for the most part, but heart-breaking as well. From the workforce adjustments that affected so many families in our community, to the successful settlement of most of the grievances generated because of those adjustments, and to another collective agreement accepted in September by the membership—it's been a hell of a ride.

It saddens me to say that I will be leaving my position as the Union Contracting Out Coordinator in the new year and turning the chair over to Dave Lytle. Please welcome Dave Lytle as the new Contracting Out Coordinator for the Union. Dave is an excellent candidate for this role, as he has been on the committee for a number of years and has a good understanding of where we are heading and what needs to be done to get there. The committee has many new initiatives that we were working on, and I believe Dave is the right person to get those initiatives out of the hopper and up and running.

I would like to thank:

- **Warren Luky** for having the confidence in me and giving me the opportunity to take on such an important role for the Union.
- **The Contracting Out Committee:** Without their input and diligent work on the floor, this committee could not have realized a fraction of the success we do have.
- **Scott Clements and Dan Dnistransky** for their guidance and wisdom in keeping me grounded.
- **Travis Hart** for being patient with me while learning how to make functioning spreadsheets and navigate the computer system.
- **Val Mattila**, our Administrative Assistant, for helping me with my many requests over the years.

At this point, I would also like to thank some key company leads that have helped make this committee successful. First, **Anthony Bradbury**, who through many conversations helped me navigate some very stressful situations. And to the many company co-chairs that have come and gone through my nearly five years on this committee, each bringing a fresh look and new ideas to help the committee be successful.

As for me, I am stepping a little sideways, as I have been asked to take on the role of Worker Safety Representative for T1 Mine, Shops, and Transportation department. I am excited for the opportunity to learn new skills and to be able to directly help my Brothers and Sisters with any work-related safety issues that may come up.

Thank you all and have a safe holiday season.

In solidarity,

Glen Boxell

DIVISIONAL SHE CO-CHAIR

Tony Colbourne: Office: (Cell) 204-679-2221
Office: (Hall) 204-677-1700

CONCENTRATOR/UTILITIES/WAREHOUSE

Travis Hart: Office: (Cell) 204-679-0880

T-1 MINE / BIRCHTREE MINE / SHOPS / TRANSPORTATION

Glen Boxell: Office: 204-778-2579

T-3 MINE

Paul Beck: Office: 204-778-2759

Another Christmas Story

Christmas is just around the corner. 13 days till Christmas and all that it brings.

I look forward to Christmas each year as my way of closing out the year and welcoming in a new year - 2025.

I have plans for what I will be doing in the new year. My plans are mostly just fishing trips but that is what I look forward to doing.

Christmas season this year at Vale is a little different this year. 😞

Due to economics and other things outside of our control, Vale has been laying off numerous employees that they must feel we can do without.

All these people being let go have families, is there a more respectful way to do this other than 2-3 weeks prior to Christmas.

I can hear the kids now on Christmas morning "Where are all the presents Dad?"

I can't imagine explaining to my young children that Daddies company had to let him go right before Christmas and things will be a little tight until Dad can get back on his feet again (good thing young children are so understanding).

Could Vale have picked a better time for cutting employees, I would say most definitely.

More importantly Vale hired all these employees and who knows what kind of position Vale MB would be in if we did not have the Big Purge prior to Covid.

People Matter most. I wish that was true.

Vale does have to make tough decisions when it comes to their Business.

They also must be able to plan effectively for the future. I think this is our biggest area we need to improve upon.

We have lost /chased away so many good people from this company that it is almost impossible to replace.

One more item I want to share with everyone is T3's inability to supply to their employees proper PPE. Employees are asking for freezer jackets because of the conditions underground in the Mine. An employee could be soaking wet, soaked with sweat and has to endure the long cold drive up the ramp at the end of day.

P.P.E (Personal Protective Equipment) would protect our employees from the disagreeable elements present in the mines.

How would you protect yourself if your soaked with sweat and now you have to endure a 25 minute ride up the ramp with the ventilation howling in your face, freezing.

Well, a freezer jacket would help in this instance, now wouldn't it.

Funny thing is we used to give Freezer jackets out all the time to people who needed them.

So, I ask you what has changed. Do we need to cut more costs so our employees can get a freezer jacket?

May be all these big A.I.P. payments to staff employees could be lowered and that would pay for the freezer jackets.

I hear you staff people, why should I have to pay for it?

My answer would be because "you have made all the decisions here in the Manitoba division".

"All of the good decisions and all of the bad decisions".

All of the decisions that we now find ourselves living with.

As the people who made the decisions (good or bad) you should stand by the decisions you made.

Pretty hard to explain to an hourly employee that we are not going to be paid A.I.P. this year because a decision made by a staff person put us in a place where we cannot make plan.

Bad decision after bad decision.

Enough Grinch stuff for this year.



On a lighter note, there's lots of snow out there and very little ice.

Take care when you are out and about this Christmas season.

Play Safe.

In Solidarity,

Dan Dnistransky

Joint Problem Solver

Safety, Health, and Environment Divisional Co-Chair Update

I've recently assumed the role of the Divisional Co-Chair for USW Local 6166. I would like to express thanks to Todd Burnside who has moved on to a bid in the Training Department. Todd has been a strong leader in the Divisional Co-Chair role and I'm sure he will excel in his new role. I would also like to express my thanks to the Departmental Worker Safety Representatives (WSRs). Being in the WSR role comes with daily challenges when dealing with safety concerns in the workplace.

Safety is not a destination, it is a continuous, never-ending journey. Each of us need to keep our minds on the task we are doing and understand the risk associated with that task. "Buy in" from upper management is imperative. I've been around long enough to see that safety is not always at the forefront. Although that's the language spoken (Safety before production), it's not always what I see in the workplace.

I would ask management to review legislation regarding the JHSE committees, so they understand the requirements. There are times when talking with management that this legislation is not understood, and I have to explain it.

At the end of the day "a safe workplace" is what we all want. Having all employees go "HomeSafe" to their families.

With the weather starting to turn colder, use caution when heading out to enjoy your winter activities.

I would like to wish each of you a Happy Holiday's and a Merry Christmas. Let's strive for a safe and prosperous 2025. Happy New Year.

Regards,

Tony Colbourne

Medical Treatment Access Support Plan

The Plan is intended to provide financial assistance for individuals who experience financial hardship because of expenses associated with an emergency or unexpected catastrophic medical event within their immediate family, and who are not eligible for coverage under other plans.

Each calendar year the Company will allocate a maximum of \$150,000 for reimbursement of eligible and accepted claims. Such monies shall not carry over from one year to the next.

The Plan will be administered by the "Support Plan Committee". The Committee shall be comprised of two representatives of the Company, one of whom shall be the Manager of Human Resources, Safety, Health and Environment, and two representatives of the Local Union, one of whom shall be the Union President. On the Company side sits Hetal Tripathi, HR Business Partner and Dan Dnistransky, the Joint Problem-Solving Coordinator for the United Steelworkers local 6166. The Committee will meet as necessary.

Some examples of Items to be covered

- Medical Services not offered in Thompson. (tonsillectomy, etc.)
- Dental Services not offered in Thompson. (Root Canal issues, posts and pillars, etc.)
- Any medical/Dental Service of an emergency nature.

Emergency: A serious, unexpected, and often dangerous situation requiring immediate action.

If going out of Thompson for Medical/Dental issues pre-submit for Committee approval for services not available in Thompson. MB (this is the easiest way).

If you believe you may be entitled to reimbursement under this program, please contact myself (Dan Dnistransky) or Hetal Tripathi (Vale H.R Business Partner).

Receipts Required when making a claim

Accommodations
Transportation (to / from Wpg)
Transportation (to / from Appointment)
Meals
Incidentals
Child Care

If you have any Questions please call:

Dan Dnistransky: 204-679-3306

Hetal Tripathi: 204- 778-2067

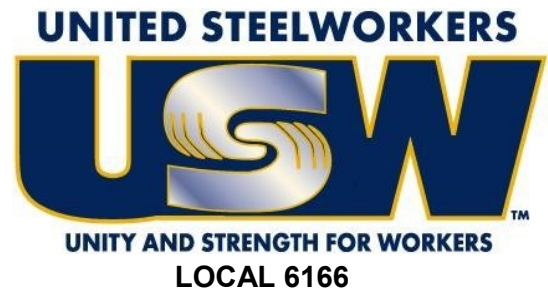
Happy Holidays to everyone and hoping everyone will have a great Holiday season, and Merry Christmas.

USW UPCOMING EVENTS

Membership Meeting	Dec 18, 2024
Christmas Movie	Dec 21, 2024
Membership Meeting	Jan 15, 2025

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.



STRAND THEATRE
SATURDAY, DECEMBER 21,
2024

Show Time: 12:00 pm

Free Beverage & Popcorn

FREE ADMISSION !!

**A Collection of a Non-Perishable Food
Item Gratefully Accepted. VM/COPE 342**