

STEEL GAUNTLET

Greeting Brothers, Sisters and Friends of Steel!

I would like to thank everyone for trusting me with another mandate as USW Local 6166 President. I would also like to welcome Paul Beck, Craig Nychyporuk, and Brent Chartrand to the executive of 2024-2027.

We have reached a mediated settlement with the company for the 19 Workforce adjustment grievances filed for the work force adjustment from 2020. Unfortunately, we did not get everything we were asking for, and the arbitrator/mediator balanced out article 2 and article 3 of the collective bargaining agreement. Details of the award are available to anyone, and I hope to hear from you soon with questions. I would like to thank our Contracting Out Coordinator, Glen Boxell, for his excellent work in preparing our case for arbitration. Thanks to Scott Clements, our Conflict Resolution Coordinator and Matt Winterton, our USW D-3 Staff Rep who were instrumental in getting the settlement agreement. We will be able to strategically put Steelworkers back into every role we lost due to the company contracting out our work. The agreement will slowly and surely get rid of contractors as the collective bargaining agreement intended. While we are a long way from getting out of the predicament the company put our members, the business, and the community in when they recklessly let go of so much talent, we are better positioned to do so by the settlement we achieved at mediation.

Our contract with Vale expires on September 15th. We will be starting negotiations during the summer. We are going to elect the USW 6166 negotiation team by starting with nominations at the May 15th membership meeting. I encourage those who consider running for negotiations to call and ask what is involved with being on the team. We will run an election for the negotiation team May 22nd and 23rd. There will be surveys going out to every member and we ask you to make sure you have provided a current address to the union hall to receive one. To enhance the information collected in the surveys, the negotiating committee will also have meetings here so you can tell us what you want to see in bargaining.

To address the many issues that we are hearing from the plant, we suggest you "call the Hall". Better yet, sign up to be a union Steward or be on the Safety and Health committees. The union needs activists! The



Tyrell Hall, Tanner Smook, and JR Beavis for the puck drop for the Annual Steelworkers Hockey Tournament.

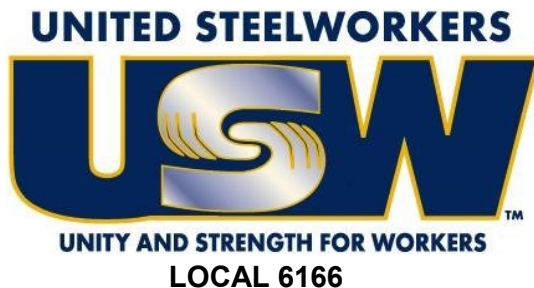
The USW Hockey Tournament had 58 players sign up and the All-Star game went to the City Slickers in a fast-paced event! Thank you to Scott Clements, who not only put together all the teams, but also stacked his red team so well that he even got a goal! Thanks to Bruce Cameron and Torrance Sukhbir who orchestrated the tournament to be another success. We also appreciate the referees, timekeepers and music person who ran the games like professionals.

membership has seen many activists retire. You are the Union! Monthly membership meetings have room for plenty more, every 3rd Wednesday of the month at 7.00pm. Come on down to your Union meeting!

We have met with the company representatives who will be at the bargaining table. There have been many changes in mining since the last round of bargaining and the labour market has changed. The company who laid off our members and staff some short years ago now struggles to hire the talent they threw away so easily. I know the membership has a lot of expectations to get a fair deal. We have a lot of ground to make up to get the wages and benefits package that will both attract and keep people here to operate the mine. The last business update painted a great future for the Thompson Nickel Belt, touted as the 4th best nickel ore body in the world. We have all waited to see investment in that ore body. With your solidarity, we intend on negotiating a deal that reflects this robust future.

In solidarity,

Warren Luky



USW 6166 Executive Committee

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

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Scott Clements	204-677-1700 Ext 4
<i>Conflict Resolution Coordinator</i>	
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<i>Joint Problem Solver Coordinator</i>	
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<i>Contracting Out Coordinator</i>	
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<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

Hello again Brothers and Sisters, I see it is time for another installment of my USW gauntlet article and this installment will be about some of the new developments over the last little while.

The first up is the arbitration case we dealt with in early April. The Union prepared for the HD mechanics grievance for weeks prior to the case being heard. This was going to be the first of its kind for us that was going to deal with what had occurred after the work force adjustment. This case was extremely important as it could be precedent setting to be used in case law all over the country. The Union was well prepared to take on this case as we felt we had a very strong grievance. We had the assistance of the Steelworkers team lawyers and Matt Winterton, District 3 Staff Representative. The direction and guidance we received from the USW team was invaluable as this was going to be the first time I personally would be involved in an arbitration. When Monday April 10th came around, the Company and the Union decided to try one more time to deal with the outstanding issues pertaining to the grievance.

The discussions were very tense for everyone involved with long days and long evenings, but perseverance pays off. The two parties had found common ground in which to build on. The Arbitrator was utilized as a mediator to help build on this common ground.

The result was a settlement reached for the HD mechanic grievance and all outstanding grievances related to the work force adjustment. The settlement reached between the parties was fair and we are proud of the results we achieved. One of the things that was very important to the Union was to have the company acknowledge that the results of the company implanting their work force adjustment plan was not done in accordance with the collective agreement. Another thing we did achieve with this settlement was the reinstatement of the seniority rights of recalled and rehired employees. Some employees will receive a one-time cash payment for every month that they were laid off until they were recalled.

The employees that were laid off and subsequently recalled and rehired will return to what ever benefit and pension plan they were on before they were laid off this includes post retirement benefits. The company has also committed to more training for our employees in strategic roles to affect more of the contracted-out work.

The company had added a HR specialist Corinne Stewart to the contracting out committee team to support the union and company in a robust joint contracting out strategy. The settlement has many detailed commitments from the company and the full details of the settlement are available at the union hall.

To be clear, this does not mean the work is complete, on the contrary the work has just started, and the company and the union are committed to implementing all the details of the settlement to enhance the work of the contracting out committee to reduce the number of contractors on site performing bargaining unit work.

In closing I would like to thank all the members of the contracting out committee and to everyone who helped with the Arbitration, for their hard work and dedication and commitment to reducing the amount of bargaining unit work being contracted out.

In solidarity,

Glen Boxell

DIVISIONAL SHE CO-CHAIR/

MAINTENANCE/UTILITIES/TRANSPORTATION/ARO/WAREHOUSE

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T-3 Mine

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PEER TRAINING 2024

Peer training: Typically involves the trainer and the trainee to share job related knowledge and experiences. It is an effective way for organizations to grow stronger employees that work together productively.

The Peer Training process allows our employees who have the skill, ability, and willingness to teach and pass on their knowledge and experience to another employee requiring training.

The process starts with identifying someone who has these positive traits/characteristics.

There are 2 ways to apply to be a Peer Trainer.

An employee goes to their supervisor and says "I would like to be a Peer Trainer.

A Supervisor approaches an employee and says, "I think you have what it takes to be a peer trainer and I would like to submit you name if you're willing to train others."

After the Peer Trainer Application form has been filled out it is sent to Learning & Development. If the employee meets the requirements, then an interview is set up.

The interview would be a staff person from learning and Development and a Union person on the Training Committee.

After a successful Interview the employee goes through a 3-day Peer Trainer train-the-trainer course.

After completing the 3-day course the employee is now a qualified Peer Trainer.

For an example let's use V.B.M Production Miner Peer Trainer.

When not Peer Training the V.B.M production Miner does their regular job and adds their hours and units to their contract.

When they're Peer Training they get a 2-job class increase to their wage while peer training. If they start the day Peer Training, they receive the 2 job class increase the entire shift.

While working as a Peer Trainer the trainee receives no contract hours.

All the units (incentive work) go on the V.B.M contract with no hours charged.

The Peer Trainers training hours are kept separately until the

calendar month is over and the % (percentage) is calculated.

In this example let's say the V.B.M contract makes 60% for April.

The Peer Trainer has 80 hours Peer Training they would then get 80 hours paid out to them at 60% (not a 3-month average or mines average).

So, lets break down what the Peer Trainer gets.

They receive a 2 job class increase from \$43.234 to \$44.477 while Peer training as of April 1st, 2024 (Increase of \$1.243 an hour).

All the units that the trainee makes goes to the V.B.M contract with 0 hours charged.

This brings up the V.B.M contract for everyone on the contract.

The contract makes 60% then the Peer trainers 80 hours are paid at 60%.

So, in essence Peer training will add a bunch of units to the contract making a higher percentage for everyone on the contract.

In this scenario everyone wins.

Peer training allows the training of employees up to a higher standard as you can basically train your own cross shift to your standard.

Issues we have encountered.

There has been a lot of erroneous information when it comes to Peer Training, and it seems it comes from mostly Supervision.

Using the same example, a Supervisor would not want a person Peer Training as early in the training they would be getting a minimal number of feet drilled 100-200 feet per shift (lowering their production number). They would prefer the V.B.M production miner just drill and get 350-500 per shift.

When it comes to Safety and Production, we believe that Peer Training is the way to go.

In Solidarity,

Dan Dnistransky

Joint Problem Solver

USW UPCOMING EVENTS

Membership Meeting	May 15, 2024
Membership Meeting	June 19, 2024
King Miner Contest	June 22, 2024
Membership Meeting	July 17, 2024

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.

USW National King Miner Contest

June 22nd, 2023

So, you want to retire?



I am glad to report that we have just acquired a service that will help all members and family with financial expertise. An agreement between Vale and Enriched Academy will provide all members with a will kit, financial training, one on one sessions with accredited financial advisors and follow up sessions in the future.

Enrich Academy specializes in providing financial guidance to large union groups and associations. They have been featured on Dragon's Den and a Canadian company who does NOT sell financial products or collect your information. You will now be able to work with the financial planning tools and information they have that suits your situation. Everyone has slightly different needs with managing debt, saving money, understanding the true cost of borrowing for purchases for instance.

Roll out will be happening soon and I encourage everyone to consider using the Enrich Academy service to better position you and your family's future!

Day of Mourning 2024



A Day of Mourning Service was held at the Union Hall on April 26th to remember the people who have lost their lives on the job.

Service was attended by Union and company leadership, with some community members present.

Hockey Tournament 2024



2024 USW Hockey Tournament Champions
City Slickers



Wayne Zahayko Memorial
Most Valuable Player
Simon Carter



JR Beavis presented with the
Championship by Warren
Luky, President of Local 6166