

President's Report

Good day Brothers Sisters and Friends of Steel!

We have been through an unprecedented year of change and challenges that has been a test for everyone. On October 27th 75 members of United Steelworkers local 6166 were notified that they will be laid off as of February 2, 2021 as Vale "restructures" the business. The outcome of the announcement back in June that warned of the upcoming restructuring planned in the Thompson Nickel Mine/Concentrator Operation was 75 hourly and 28 early retirement positions. The real number of affected people with staff factored in, is over 200 full time job cuts.

The 75 members, some close to 12 years, were given notice over the phone, which was very disrespectful, as the same workers were coming into the plant since this COVID-19 crisis began. The company did not have the decency to meet our members in person to let them go! The new management have definitely changed from the Team that once made up the Division of days gone by.

We were a fully integrated operation, we produced some of the best and greenest nickel in the world, we took pride in that. Since the shut down of Birch Tree Mine coupled with the Smelter and Refinery there have been struggles to be cash positive by the company account. Reportedly, the Company is in discussions with Tesla to provide nickel for the electrical vehicle market. Tesla is looking for green nickel, nickel that was, ironically, made with good old Manitoba Hydro electricity right here. We could only hope that there is the potential to bring back that magic by producing a product that will run our future cars!

However, we all wonder what times lay ahead for us here, in a world where the company struggles with organizational change. Not too long ago, we were around 1000 hourly employees and 450 staff with another 350 contractors working in the division. It was a time when institutional knowledge was prized and the company treated workers as an asset, not a cost. It was a time when there was pride in working here, when people were valued, when safety was valued. The work was still hard but there was an effort to work together because we are all Northerners!

The reality we all face today is working for a multinational corporation under the command of a Canadian Operation arm that is thousands of miles away. We are being moulded to please boardroom profiteers who worship dividend payments to share holders. And what an ugly fate it has become. The demise of the operation we once knew has been noted by more than a fair share of on-lookers who are very familiar with our business here. Some of the changes made are troubling enough and have us wondering if it is being designed to fail? Let go of the knowledge base that was working towards a successful operation. Run a jet containing others charged with running the division and change them often. Stop listening to the workers who try to make a go of the operation where they can contribute. Start a system to improve and put more staff in charge of that system, continue to not listen to workers. When workers challenge that status quo and ask to be heard they are cordially walked off the property. A few years ago, a heated discussion would have been had, differences duly noted and back to work you would go! It was OK to be mad, OK to want to change and get better.



USW 6166 President, Warren Luky, presenting a donation to Salvation Army Pastor Roy Bladen.

During all the business challenge we have been through not once did the company ever ask the union for advice or feedback. We represent the workers who make this place successful, the biggest business partner the company has. Not one question or indulgence to ask how things could be improved. While many have suggested helpful improvements as experts in their area of the plant. They have been met with "everywhere I go the workers say no one listens to them". You would think that by virtue of losing \$300,000 dollars a day someone would listen? Sure, take the pizza and the trip to showcase your idea, all for the amusement of the masters who own us. We all know that no one is really listening, we all know it for what it is, a horse and pony show. The membership gave up gains in our last round of bargaining to give the company their wish of contributing back to the bottom line. We have yet to resolve the challenges with training that has been created by the company, we all know how that training department is broken and the information system is inaccurate. We have been working with a revolving door of people who seem to have short cycles here.

The cuts we have seen to the workforce here has been detrimental and we hope that there will be some of our members coming back. We are working hard to get the contractors out who are doing our work. We have a number of grievances filed and will have to wait to advance them where we are able to get resolve.

Our membership has been under tremendous strain both at work and at home during this pandemic. I want to thank everyone for your patience and Solidarity during these trying times. It is never a problem to reach out to us at the Hall if there are any questions. Everyone is navigating difficult times and we will get through this together!

We are unable to have our Christmas movie this year due to the Provincial Health Order but we are conducting a survey for our membership. Please log on to our web site at USW6166 and take part in our survey!

On behalf of the USW 6166 Executive, I would like to wish everyone a Merry Christmas and a Happy New Year!

Warren Luky

President USW Local 6166



USW 6166 Executive Committee

President: Warren Luky
 Vice President: Tony Colbourne
 Recording Secretary: Todd Burnside
 Financial Secretary: Travis Hart
 Treasurer: Michelle Tomashewski
 Trustees: Scott Clements
 Jim MacIntyre
 Randy Wischnewski
 Guards: Glen Boxell
 Keith Compton
 Guide: Justin Lefebvre

USW 6166 Office Personnel

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President
 Tony Colbourne 204-677-1700 Ext 3
Safety, Health & Environment Divisional Chair
 Scott Clements 204-677-1700 Ext 4
Conflict Resolution Coordinator
 Dan Dnistransky 204-677-1700 Ext 5
Joint Problem Solver
 Glen Boxell 204-677-1700 Ext 6
Contracting Out Coordinator
 Val Mattila 204-677-1700
Administrative Assistant

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

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Joint Problem Solver Update

Merry Christmas and Happy Holidays to Everyone.

I am taking over for Sheila Campbell who has taken the retirement package.

I would like to wish her the best of luck and I am sure Sheila will be successful in anything she chooses to take on in the future.

In my new role as The Joint Problem Solving Coordinator I will be taking care of the following:

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| Accommodations | Alcohol Drug Instruction |
| FABS & Modified work sheets | Graduated Return to Work |
| Mental Health | Addictions |
| Scheduling | Absenteeism Intervention |
| Harassment/discrimination | Workers Compensation claims |
| Accident & Sickness claims | Pensions |
| Benefits | Departmental Transfers |
| Overtime Distribution | Shift Scheduling, Etc. |

I have been in role since October 26th and I am still catching up on all the changes to this role in the last 6 years.

I am currently spending a lot of time on the Alcohol Drug Instruction and Accommodations.

If you have any questions or concerns, please feel free to call and discuss any of these issues.

In Solidarity

Dan Dnistransky

USW Local 6166 Worker Safety Representatives

DIVISIONAL SHE CO-CHAIR/MILL

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

MAINTENANCE/UTILITIES/TRANSPORTATION/AROWAREHOUSE

Todd Burnside: Office: 204-778-2287

T-1 MINE/ BIRCHTREE MINE

Travis Hart: Office: 204-778-2579

T-3 Mine

Paul Beck: Office: 204-778-2759

There has been some changes with the Union Executive and Worker Safety Representatives with the recent retirement and "restructuring" at Vale. Scott Clements and Keith Compton have been added to the Union Executive, Travis Hart and Paul Beck are WSR's for the mines and Dan Dnistransky has taken the Joint Problem Solving Coordinator position at the hall. Congratulations.

Contracting Out Coordinator Update

Hello again brothers and sisters,

I see by the calendar on the wall that another year will soon pass, with that being said, it has been a very difficult year for our members and the contracting out committee.

The company went through the downsizing process and we lost nearly 20% of our work force. We are now left with the reality that in most if not all areas of this division we will be running short and heaven forbid that someone get sick or need a day off for personal reasons. I do not know if the company recognizes the fact that training anyone now is going to be something of a luxury as there are no bodies to back fill for the people training.

With the reduced numbers in our workforce, we are seeing more and more contractors on site performing bargaining unit work, which goes against our language in the current CBA under article 3.0.3 and the letter of agreement on the reduction of contracting out. To the union and to our brothers and sisters sitting at home pending their February 2nd layoff date, this is unacceptable, and we have filed policy grievances for all the trades and operations and are in the process of trying to get the company to see that contracting out is much more expensive then having our own workforce do it in house.

We here at the union hall have been working very hard on collecting the data points to build business cases to bring back our members to displace those contractors that have been on site doing our work for far too long. There are some cases where we have had the same contractors doing our bargaining unit work for more then a year with no end in site.

Up until recently it was kind of like trying to make a blind man see the light but with the collection of all the data points, we now have solid business cases that can be made to bring back our members. Data points means accumulated contract hours and all costs associated with the tendered contracts and in some cases, there are hidden cost like travel, accommodations that must be considered when calculating true costs of contracting out.

If you our member see any contractors doing bargaining unit work, Please contact me or anyone at the hall and I will investigate the matter thoroughly and get back to you with the answers to your questions.

Wishing everyone a safe and very Merry Christmas.

Glen Boxell

Contracting out Coordinator

Bob Good—50 Years a Steelworker



There are few people who can claim the title of 50 years with the same company, never mind the mining industry! Bob is a man amongst men who worked in the Mb Division as a miner from the bottom up. Bob has been working here longer than most people at the company have been alive! He started in May 21st 1970 and as you can imagine, has seen many people come and go. Bob fondly remembers many of the past managers who ran the mine back in the days.

Bob's special day was celebrated with Brothers and Sisters at work! Congratulations Bob!

USW UPCOMING EVENTS

Membership Meeting	Jan 20, 2021
Membership Meeting	Feb 17, 2021
Membership Meeting	Mar 17, 2021

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.

Divisional Health and Safety Co-Chair



Greetings Brothers and Sisters,

Most of us would agree that 2020 has been a tough year. The Covid-19 pandemic has certainly changed the way we conduct our daily work. Having to wear a mask, social distance from our co-workers, self assessments, using hand sanitizer / washing our hands and using Teams to conduct our meetings are just a few of the of the changes. The pandemic has also changed our home life. We are more isolated and not able to do the things we used to do. Such as, going for coffee with friends and gathering for different social events. In October 2020, the Joint Vale USW Mental Health Committee launched the Blue Elephant campaign. "This campaign consists of blue elephant figurines, buttons and stickers to serve as a small but powerful visual signal that employees who display them have created safe spaces for conversations with individuals experiencing a mental health concern. It also helps to break down the invisible barrier that stigma presents to seeking care and support for mental health." These are stressful times and if you feel the need to talk to someone please reach out to the WSR in your department or anyone who has a Blue Elephant on their desk. They can give you the contact information you need.

EFAP Gina Brightnose: gbrightnose@horizonohs.com, 204-778-8761,

24/7 contact info: 1-800-387-4765, 1-844-880-9124, work-healthlife.com, Download "My EAP" app.

This year has also seen changes in both the Management and the Union personnel creating the need for training in current positions. A lot of knowledge / experience has left the company through retirements. The union has been asking for Investigation training to better investigate incidents in the Manitoba Division. I am also concerned that in most incident investigations, fatigue is missed from the investigation process.

Although the company states that our safety program is still SafeProduction there is very little discussions on it to the floor. I see the "Golden Rules" and "CARs" posters up in the workplace but I don't see SafeProduction.

Ergonomics Committee – Departmental Ergonomics Committees are now up and running with the focus on reducing strains / sprains in the Manitoba Division.

The WSRs have been working hard on conducting the tablet audits to achieve the target for the safety portion of your AIP (should one be given).

This month will be one year as the WSR in the Mill representing my Union Brothers and Sisters. The Mill employees have come up with some great ideas with Movember and supporting the local restaurants. They raise money for Movember by selling tickets on prizes. The Mill employees decided that due to the negative impact of the Covid pandemic on the local restaurants they would show support by collectively buying their lunch from a different restaurant each week on Friday's. Awesome job to the Mill employees for showing caring for others. As Bon Jovi sings in his new song "If you can't do what you do, do what you can".

I would like to wish you all a very Merry Christmas and all the best for the New Year. Let's hope 2021 gives us a little more freedom to enjoy travelling and socializing with our friends.

Regards,

Tony Colbourne

USW 6166 Vice President

Divisional HSE Co-Chair

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Congratulations



Congratulations to Sheila Campbell on your recent retirement.
Thank you for all you have done for our Union.



Scott Clements and Keith Compton getting sworn in as Union Executive members by Matt Winterton, USW District 3 Staff Rep.