

## Knowledge is Power!

The USW empower workers! We empower workers through education. We have a three pronged approach:



- 1) Union education courses for representatives duly elected from your site, such as; Job Steward training, Facing management, Labour Law, etc.
- 2) Health and Safety Training such as; Basic H&S, Ergonomics, Incident investigation, Prevention of Bullying and Harassment, Prevention of Workplace Violence, etc.
- 3) General Education such as; Pension seminars, Healthcare benefits seminars, etc.

## Protection from Bullying & Harassment

Limited protection exists for workers under Human Rights and Workers Compensation legislations. Keep in mind these processes are extremely difficult to understand and often require the worker to hire legal counsel.

As members of the USW you receive additional rights negotiated in your Union Contract. You also receive highly skilled representation from Union reps and even Union legal counsel if necessary.



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## USW 1-417 a Proud Strong Local Union

As USW members we are proud of our track record improving workplaces throughout the Thompson Okanagan. We strongly encourage you to judge us on what the USW has accomplished at other work sites.

Standing together with workers at worksites like Western Human Resources or Thompson Community Services together we have accomplished numerous improvements for workers.

But this is only part of who we are and what we stand for. We strongly believe that we should give back to the communities that make our jobs possible.



*USW Annual Kamloops Thanksgiving dinner For those in need at Pit Stop Outreach Program*

We are proud to be a major supporter of many charities and other community supporting causes in Kamloops and surrounding communities.



*USW Members BBQ for Ashcroft residents & First Responders during Wildfire*

USW is often the first on the scene during times of crisis. During the wild fires of 2017 USW members stepped up to support communities and first responders with BBQ's in Kamloops, Ashcroft and Clinton. These are just a few examples how USW members give back to our communities.



## Pension Advocacy

Many workers from Bedford Manor have informed us that they don't understand their pension and Benefits plan, this is extremely concerning. Your Pension is a key component of your compensation and your retirement planning. The USW is actively involved in hundreds of Retirement savings plans and has highly trained representatives specifically dealing with all types of Pensions.

With the USW the you and your co-workers will have a voice on decisions about your pension. The USW will ensure that pension seminars are scheduled enabling all workers to receive important information and ask questions about your pension.

We have also heard that in a desperate attempt to intimidate workers, management has implied that if you vote yes you will lose your pension. This is absolutely FALSE! Your pension is exactly that Your Pension! It is legally protected by regulation from any part Don't buy into more desperate fearmongering,

## Health and Welfare Benefits

Once again we find that workers knowledge of benefits at Bedford Manor is very limited. We believe that this is done intentionally. Basically if workers are unaware of what coverage they have they are less likely to use it. This results in lower benefit costs for your employer at the expense of workers and their families.

Although it appears that the benefits at your workplace appear comparable to other Union operations we can't confirm this until we have access to the contract between your employer and the benefits provider.

Just like with your pension the USW will provide highly trained professionals to review and educate workers about their benefit entitlement. In addition the USW will fight for you if the benefit provider denies your legitimate claim!

## USW Membership Has It's Privileges

Highly trained staff who provide the following member services:

- Collective Bargaining
- Grievance Representation
- Member Advocacy for Workers denied by WCB
- Advocacy for Members whose Human Rights have been violated
- Benefit and Pension Advocacy
- Health and Safety Advocacy
- Workplace Accommodation facilitation for disabled Workers

Benevolent Fund:

- Members going through medical or personal hardship are able to apply to this fund for financial assistance.

Scholarships

- Many Scholarships are available for Members & their family.

## Bedford Manor Shifting Schedules

It appears that Bedford Manor has a fairly unique shifting schedule. With the USW you will have the ability to sit across from management as an equal and negotiate a shift schedule that works for all workers.

## Hurt at Work? We Fight for You!

Almost every worker who has suffered a workplace injury and been forced to deal with WCB will tell you that "guaranteed" compensation is anything but guaranteed.

Navigating the labyrinth of forms, regulations and other hoops often results in workers claims being denied. As noted in the Member Services section as a USW member you will be provided a highly trained advocate to represent you and guide you through the labyrinth.

