



TAKE THE POLITICS OUT OF SAFETY

As we progress with getting the Plant back to full capacity, the focus on safety should be paramount. The message to us was clear from the CEO of the Company “we will not restart pots until we are ready and can do it safely and even then, we need to make sure the relationship between the Company and the Union, including its Members is fixed”. The CEO acknowledged that this smelter was wired for production at all costs and that mentality had to change “we need to slowdown to speed up”. We all knew that repairing this relationship was and is going to be challenging, it’s definitely a work in progress. Some areas are progressing at a faster rate than others, but we are confident that we will get there.

Part of the new way of working together is to focus on the issues and not necessarily the individuals. This focus needs to be magnified when it comes to safety. Regretfully another one of our Members got hurt at work on Monday and we are praying that he will be okay (this is the second serious workplace injury at the wharf in recent months). The results of the safety investigation from Monday’s accident will determine the cause, but in the meantime, we need to take a step back and make sure that we are not falling into the same old trap that our safety is being compromised because of the pressures of production...because of the pressures of restarting pots... because of the pressures of the drumbeat... etc.

It shouldn’t matter who is raising safety issues. The only thing that should matter is that the safety issues raised are being resolved in the shortest time frame possible. Workers should not be exposed to carcinogens period. That exposure must be mitigated immediately. There are no excuses for putting people in harm’s way.

You have a duty, a right and a legal obligation to refuse unsafe work and as a result of 2021 bargaining you now have the right to STOP other people from working unsafe. Please use your judgment and exercise these rights accordingly.

The following are examples of very concerning safety and health issues that have come to light recently, or in some cases many months ago, that require our attention and action:

Containers That Kill

All workers must adhere to safety rules regarding liquid containers. There have been multiple occasions in the past few weeks where these types of containers have been found in areas like Reduction, which is **unacceptable**.



K10 Exposures

After many years of raising concerns over the exposures in the K10 operation, our full-time safety rep was able to get traction on this issue. The sampling data revealed that our Members' exposure levels are higher than anyone is comfortable with. WorkSafe BC was on-site last week and we are anticipating working with the Company to determine an action plan for immediate measures to mitigate the exposures along with more permanent measures for the long term. This is a reminder that, as workers, we must be vigilant in ensuring our health and safety. exposure levels in excess of the immediately dangerous to life and health (IDLH) level for a contaminant

Cruce Cleaner Dust Exposure

Similar to the previous issue, years of raising concerns to address the dust exposures at the Casting Cruce Cleaner by our full-time safety rep and reps in the Area resulted in WorkSafe issuing the Company with a massive fine of over \$600,000.00. As the result of our persistence and in the spirit of the new way of working together, major improvements are in the works for this Area.

Shower Facilities

Since being commissioned, the main shower facilities at the north end (cafeteria building) have been a long standing concern for our Members and our senior safety committee. The small number of lockers and the overall design of the facility have resulted in numerous complaints being raised at the KKOHS&E Committee. To date, nothing has been done to address the lack of heat on the drying side, leading to an unacceptable lack of hygiene in the area. We're happy to report that as part of the re-start, we have the personal assurance of the Plant Manager that he recognizes this as a big issue and he is committed to fixing it. In addition to this, there is recognition that our long standing issue with the lack of separation between the contaminant side and the clean side in buildings 158 and the Wharf

shower rooms are not adequate. In a recent visit by WorkSafe BC, the inspector made it clear that these buildings have not been “grandfathered” in their present condition and that they must be brought up to standard. This is going to be a big challenge for the Company, given the current shortage of shower and locker facilities in the Plant, but it is something they must address and have committed to do so. A plan will be shared with the Union in the next few weeks.

Reduction Start-Up

The start-up is underway now, but not without its problems. Prior to commencing on May 1, 2022, the Union expressed to the Company that we didn’t feel they were ready to begin safely. There were a number of indicators that brought us to this conclusion, a few of which the Company addressed. The early days saw two workers fall through temporary floor slabs, a serious breach of the basement access protocol by a contractor crew, failures of start-ups, an undetected broken pot insulator and technical issues with the computer. Luckily, none of these led to any serious injuries, but all were indications that we weren’t ready as there was more to do. To their credit, the Company has halted their plan on different occasions to figure out what went wrong and moved forward with improvements.

Wharf Inspection

While on -site after Monday’s Wharf Accident, the WorkSafe Inspector looked at many things including vehicles. We are anticipating that there will be orders written based on what he observed. This is a reminder that vehicle pre-use inspections must be completed by the operator and any defects found reported to your supervisor. No broken equipment or vehicles are to be used or operated, no equipment or vehicles are to be used or operated with a danger tag on them and nobody is permitted to alter or modify equipment or vehicles from what they were designed to do.



YOUR UNION AT WORK!