

B.C. Federation of Labour
Moving Forward: Apprenticeship in the New Economy
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What's Working Today – Joint Boards, Innovations and Building Apprenticeships Together

Joint Presentation by
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Overview of the Operation:

- Open pit Copper mine in the Southwest BC
- Number of employees: 964 (204 Staff)
- Number of Trades people: 365 (365 / 964 = 38%)
- Number of Apprentices: 45 (45 / 365 = 12%)

History:

- Pre 1988 apprenticeship not very active
 - Trades Helper & Trades Improver
- Bargaining in 1989 discussions to be more proactive with apprenticeship
 - No language change in Article 23, but joint commitment for more consideration for apprenticeships.
 - Since then no real lag in apprentice training even in the leaner years
- HVC/Local 7619 commitment to training:
- Apprenticeship
 - *Early 1990's- 4 to 6*
 - *By 1996 - 14*
 - *1998 - 20*
 - *2001 - 30*
 - *2008 - 54*
 - *2009 - 65*
 - *2010 - 45 Mine Plan issues - desire to hold and then increase numbers following the completion.*
 - Today 45 Apprentices/7 different trades
 - Instrumentation
 - Industrial Electrician
 - Millwright
 - HD Mechanic
 - Steam/Pipefitter
 - Warehouse

- Crane
 - Automotive
- Discuss Mill & Mine Operators (there training & current mine plan need)
- Trades Committee
 - Knowledge transfer (retirees to apprentices and new Journeypersons)
 - Improve the Apprentice Training (i.e., rotation)
- Provide SME's & PRC's for Provincial Trade reviews

Collective Bargaining Agreement Language:

- Article 23, (Selection)
 - Job Posting
 - Minimum Educational requirement
 - Testing
 - Seniority

NOTE: Applicants aware of Apprentices schedule is often less than they make in the positions they currently hold. We feel that they make the decision that is best for them in the long term not just a 'testing' out the trades.

- See CBA for additional details
- Joint dealings with struggling non-successful apprentices.
- Discuss recent creation of “Crane” Apprenticeship for example of working together.

Closing Remarks:

- We see training for all employees as a key to a safe, successful and thriving operation.
- Important for ensuring the viability of the operation in the future; good for retention shortage of skilled people.

