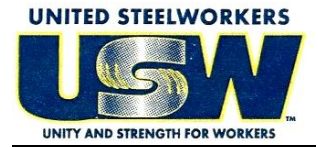




Local 392

NEWSLETTER



July 2013

Presidents Message / Smelter

Dear Members,

President

Scott Mullins
801-580-5634

Vice President

Frank Lucero
801-860-3638

Recording Secretary

Chris Lowe
801-824-0839

Financial Secretary

Shane Davis
801-244-8899

Treasurer

Lloyd Smith
801-503-6437

Unit President

Concentrator

Shane Davis
801-244-8899

Refinery

Robin Dunn
801-599-3025

Smelter

Scott Mullins
801-580-5634

Mine

Ron Black
801-560-6944

I hope you find the new Local 392 website helpful. A lot of effort will go into keeping it current so if you have any comments, concerns or would like to submit an article, send it to usw.392@gmail.com.

We didn't have any of our members laid off due to the Manefey slide at the pit which is extremely good news. There were enough people that were able to retire which helped, and some employees

were temporarily transferred to help get the mine back into full production. Due to hard work on your part, record production has already taken place. Early on when the slide occurred the Union leadership worked

with the Company to make sure there was enough concentrate to keep the Smelter running and to provide the Refinery with anodes to avoid a temporary idling of the plants. The Smelter didn't have to purchase any concentrate for the month of July due to the high inventory of about 100,000 tons.

There was a lot of concern at our last Union meeting about contractors doing our jobs at the Mine. Your Local Union leadership and the International met with Human Resources and aired our grievances and let them know that we will fight whenever the contract is being violated.

Keep up the good work and know that the Union will always fight for you and your families best interest.



*In Solidarity;
Scott Mullins
President, Local 392*

Mine

Hello Members,

Our website is up and running and will be an informative tool for you all to see what is going on in our Local. I will start off with the big question I always am hearing, what is the Union doing for me? Well in part, look at our current contract articles 1 thru 25. In short your Union is doing and has done a lot for you. Without this contract in place, we would have to adhere to current KUC Standard Operating Procedures with little backing. You would have to make complaints and grievances thru Human Resources and even the Labor Commission. If you don't have an agreement book, ask one of your Stewards to get you one.

The major complaints the Union is dealing with is the over use of Granite Construction. Meetings have been set up with KUC and Union heads to resolve this issue in a way that will be satisfying and fair to us up at the Mine. Next in line is the Lewis Bus transportation. As of now it has gone to stage three in the process and we hope soon to have an answer and compensation as indicated by the Utah Labor Commission. Talk to your Steward if you have any unresolved issues or if you have a grievance warranted. Remember, if you feel you have a grievance, you yourself can start the process by advising your Supervisor of that action.

If you are involved in an incident or ask to speak about an incident, remember your Weingarten Rights. If the discussion could in any way lead to you being disciplined or terminated, or effect your personal working conditions. Request that your Union Representative, or Steward be present with you at the meeting. Without representation, you can choose not to answer any questions. If you have any questions, please feel free to contact myself or your Team Member Representative.



Sincerely,
Frank R. Lucero
Team 4 Union Representative

Concentrator



Dear Brothers and Sisters,

Summer 2013 has come very fast and we find ourselves, due to retirements, with newly appointed officials. I wanted to take a moment as your Unit Chair of the Concentrator and Tailings and also Financial Secretary to address the following.

With the slide that put all of us in a vulnerable position, we were actually able to negotiate the early retirement which kept many day pay employees from losing their jobs. Those with young families or other obligations, or not near retirement, have been able to stay actively employed.

The company has reiterated the things that they feel are important rules for us all to comply with, however, they do not ask for us to comply with anything that was not already written in our contract.

Each of you should have a copy of the contract (booklet), and you may find it helpful to pull it out and read it in times like this.

We are all responsible to work and BE safe. There have been many write ups since the layoff, and it is important to know that in times such as this, we need to ensure that we are always following the proper safety procedures, completing and logging lock outs, and more importantly that we watch each other's back. When you are working with one of your brothers or sisters, take a second look to ensure that we

ALWAYS do it right, the first time.

It is also an opportune time for each one of you to think about what you can do, to step up and be more active in the day to day union dealings. We are and will continue to be a strong union, supporting each other, but we need to insure that we always work and BE safe.

Thank you,
Shane Davis
Concentrator and Tailings Unit Chair

My fellow Union Brothers and Sisters,

With the retirements that took place back in June came new changes in Union leadership. I would like to take this opportunity to introduce myself and the rest of the committee if you don't already know who they are.

I am the new Refinery Unit Chair, taking over for Andy Triplett. I know I have some big shoes to fill. As you all know, Andy dedicated himself to this union and did a wonderful job. I hope I can do as good a job as Andy did. Taking over for me as Grievance Committee Chairman will be J.D. Moore. I selected J.D. because I am confident in his abilities and dedication to this Union.



Skye Sargent will be J.D's other committee member and again, I have nothing but the greatest respect and confidence in Skye's abilities in this position.

Taking over as the new alternate for Grievance Committee will be Dallon Walters. J.D. selected Dallon and I fully support his decision. I know Dallon will be a great addition to the committee and look forward to working with him.

Cody Smith will be taking over for John Stoker as Recording Secretary, and again he has some big shoes to fill, but I know he will step up to the challenge.

I would like to personally thank these 4 gentlemen for stepping up and accepting the challenges ahead of them, and would ask that you all thank them for their service to this union and show them your full support. I would also like to thank Andy, John, and Gary Rawson for their tireless efforts for this union and wish them a great and well deserved retirement.

I look forward to being your new president and ask for your full support. Together we will make this a stronger and better union.

Thank you,

Robin Dunn
Refinery Unit Chairman





THANK YOU !!!

- COLOSIMO'S
- TAMMY'S DINER
- THE MIDVALE MINING COMPANY
- TONY CAPUTO'S
- ACTION PLUMBING
- BUDWEISER
- COKE
- BAGLEY ICE
- EL HABANERO
- KENS SANDWICHE SHOP
- BILL LOUNGE
- SPORTS MALL
- RICE KING
- RAINBOW CASINO WENDOVER
- MAIN STREET HAIR SOLON
- ROCKY MOUNTION UPHOLSTERY
- WAYLANDS CARPT CARE
- GATOR WASH
- PASSEYS &SONS JEWELRY
- JIMS RESTAURANT
- SEA BEARS FISHHOUSE AND BAKERY
- EMPRESS THEATRE
- THE FILLING STATION
- TASSEY & SON JEWELRY
- A1 EXTERMINATORS

