

FRONT LINE FLYER

Mine Mill Local 598/C.A.W

www.minemill598.com

March 16th, 2007

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Xstrata Nickel Unit Chair Report

By: Richard Paquin

It has been over one month since we signed a new deal. Many questions have been asked on some of the benefits. Here is a more explained view of some of our new additions to our C/A:

Vision Care: Eye exam cost is now PART of the \$250.00 (every two years). The amount did not increase.

Orthotics Coverage: Data is still being collected. We will meet the Company at the end of April to review all data.

Skilled Trades Date Review Timeframe:

- Review to be done before end of April
- Rate differences to be paid before the end of May, retroactive to February 1st, 2007

Postings: The Company is now posting many jobs as a combination posting. It assists them in speeding up the process in the event that there is no successful applicant at the sites. It also allows our members to move sites.

Training: Training by seniority; training matrix is being developed at some sites to ensure training is being done by seniority, by who normally performs the work within line of progression

Hours of Work Agreement: Letter is very clear; all overtime is voluntary.

- Anything over your regularly scheduled work week up to 60 hours per week is overtime and volunteer
- Anything over your regularly scheduled work day is overtime and voluntary
- The Company cannot schedule the employees to work overtime

Benefits: Every member will receive, within three months of February 1st, 2007, an updated benefit and pension booklet.

If you have any questions about the last agreement, contact your Chief Steward or this office.

Another issue that will become reality April 1st, 2007, is on the contractor embedded on crews. Contractors will no longer be allowed to be part of a crew, under our supervision or using our

tools, following our shift schedule, etc., unless they meet certain criteria established under the arbitrator's ruling. This will reduce the amount of contractors on our crew.

Please communicate any issue you may have with your Chief Steward or myself.

Strathcona Mill Report

By: Jack McGrath, Chief Steward

Another set of negotiations and another contract signed and the fight continues. Even though overtime is finally posted, I'm disappointed it took so long. I wonder if the list was being maintained before, like our collective agreement stated.

With our new employees, they are doing some utility work and receiving only labourer rates. For a company making lots of money, this seems to be a nickel and dime issue. Another problem is supervisors calling the wrong people for overtime, whether it is out of seniority or classification. These issues are being looked at and will be rectified.

I must commend the Mill employees on an outstanding safety record. Let's keep it going!

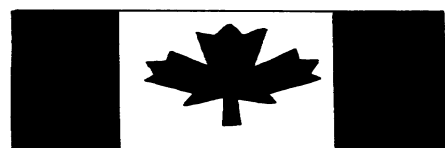
Craig Mine Report

By: Gord Lamothe, Chief Steward

I would like to thank Curtis Turgeon for replacing me while I was at bargaining. Also, the leadership at the mine – E. Skinner, Dan Sullivan, Thomas Mullaly, Mike Vildaer, Scott Rogers, Kevin Kring and Marcel Morin.

Your hard work and co-operation is well appreciated.

Our members should be congratulated for the support generated during and after bargaining. Your support generated the fair collective agreement that was signed on behalf of our 1,000 members at Xstrata Nickel.





Thayer/Lindsley Report

By: Jan Romo, Chief Steward

First of all, I am happy that we achieved a new collective agreement without a work stoppage. This is a first for many of us.

Now we have to ensure that the new language changes are implemented and the existing language in the collective agreement is followed.

At T/L I have been working with Human Resources and site management on an overtime tracking list and a training matrix.

We also have been discussing what jobs being done by contractors need to be posted.

Lately there have been a few more job postings being put up. If you do bid on a job, keep a paper copy of your application for your own records. Then, if there is a discrepancy with the selection of the successful applicant, this can help with correcting the issue.

At the end of the month, we will be hearing all grievances in the system at second stage. Hopefully we can resolve them and not have to proceed any further.

I would also like to welcome Guy Desloges as a Steward at T/L and thank Mitch Hamelin for his work while he was a Steward.

Central Services Report

By: Rejean Berthiaume, Chief Steward

We may have turned one corner at negotiations by getting an agreement without a strike, but we still have to turn the corner at the site. The attitude of some management at the site has not changed much.

We are still short-handed as far as support to all the sites. We need more skilled trades workers to take the work load that is out there, ex. Mill work will require three to four plate workers from the shop.

The idea is that Central Services has to compete against contractors for jobs at sites like the Mill, Smelter and the Mines. The way it should work is the work should come to Central Services and we decide if we do the work or contract it out.

But before that happens, we have to increase the manpower to be able to all do the work.

Craig Mine Report

By: Scott Rogers, Acting Chief Steward

This is only my first week as the new Chief Steward here at Craig Mine, so please try and take it easy on me.

I would like to take a moment here to congratulate Gord Lamothe, along with the rest of our Bargaining Committee, in getting us a fair contract and avoiding yet another strike, a first for me in 10 plus years. Thank you guys for a job well done.

I would also like to wish Gordy a speedy recovery and hope he can get back to work soon and resume his duties again as Chief Steward. Get well Gordy!!!

Up to this point, it has been pretty quiet here at Craig with only a couple of grievances. Hopefully the Company will co-operate and follow the collective agreement. We will try to get these resolved and make sure the right people get the training they need to progress in the job postings in the future.

I urge all of you to ask your shifters for the training forms and request training for all of the mining jobs. Get trained and help us eliminate this Company's Factor "B" option. Let's not give the Company any way to prevent the right people for getting the jobs they deserve.

So keep up the good work and stay safe with your minds on the job so that you make it home at the end of the shift. Take Care.

MARCH 2007 Membership Meetings

**Wednesday, March 14th, 2007
7:30 p.m. – Lower Deck Bar
Old "Mine Mill" Hall**

- and -

**Thursday, March 15th, 2007
1:00 p.m. – 3rd Floor Board Room
"Old Mine Mill Hall"**

