

FRONT LINE FLYER

Mine Mill Local 598/C.A.W

www.minemill598.com

July 2009

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Xstrata Nickel Unit Chair Report

By: Guy Desloges

To all Brothers and Sisters:

First, I would like to welcome Richard Paquin as President, Anne Marie MacInnis as Vice-President and Jan Romo, Chris Browne and Marcel Charron, Chief Stewards at Nickel Rim South, the Smelter and Strathcona Mill, respectively.

We, as Union leadership, have met with Xstrata Nickel to discuss financial documents relating to the 2008 3rd and 4th quarter results. According to their financial statements, the Company lost \$47 million in the 3rd quarter and \$199 million in the 4th quarter. They have released this information and it was audited by an independent party. Unfortunately, there will be no nickel bonus for those quarters. The financial statements are at the Union Offices if anyone wants to see them.

In the interim, we have had three terminations. We were able to resolve these issues and they will be re-instated.

As the Mill is in near completion of the retrofit, the Company has decided to add a third shift by September. Please contact Marcel Charron for more information.

The Care & Maintenance Group is going to put Thayer/Lindsley Mine in a dormant stage. This should be completed before summer's end. Fraser infrastructure work should be starting as

soon as possible. There is no definite date, hopefully by mid July.

At Nickel Rim South, we have had many discussions over the shift scheduling. The Company's answer is always the same, "We are looking into this." The Union's stand is a "Happy workforce is a more productive workforce". We are not giving up the fight.

There are many rumours out there. Many are just rumours. If there are any questions, please contact the Union Offices with any concerns at 673-3661 (Guy Desloges Ext. 24 and Richard Paquin Ext. 23). It is an uphill battle with the global economy the way it is and hopefully we will see a light at the end of the tunnel soon.

The Smelter seems to be least affected by all the turmoil. The shutdown went well and on time. Hopefully the Company recognizes the efforts by these workers. The safety record was excellent.

Finally, I would like to say how important it is for our members to be united at all times. These are trying times for everyone, especially the laid-off members. Searching for employment is very difficult at best.

In closing, I wish every one a great summer. Take care out there when camping, boating, fishing or whatever your favourite activity is. Make sure you remember safety in everything, in order to protect yourself, your family and your friends.



Smelter Report

By: Chris Browne, Chief Steward

I would like to start off by thanking everyone for their support in the recent election and look forward to representing everyone in the workplace and at the bargaining table.

It has been an interesting few months considering the recent closures and resulting layoff of over 650 of our Brothers and Sisters and the inevitable complications which surround such an unfortunate event.

The bargaining team has had to handle many challenging questions surrounding the layoff/recall of our members. If you remember, this language was drastically changed during the 2000/2001 contract talks, and up until now, had yet to be called upon.

Interpretation of this new language has proven to be controversial in some instances and until recently, at odd with the Company's reading of the same language. I encourage any members to contact me for clarification of any issues, be it language related or otherwise. I am of a firm belief that open dialogue/debate results in a better understanding of the issue at hand from all sides of the floor.

The Smelter's summer maintenance shutdown has wound down and we are starting back into the production cycle. Once again our members, including those on recall, have shown their true value to this Company by completing the shutdown work safely and on time.

Compared to some of the other sites, the Smelter has had a relatively low incidence of discipline and grievances have been few and far between. There are, however, several major arbitration cases we will be fighting over the next few months concerning contracting

out/outsourcing, accommodation and dismissals from other sites, just to name a few.

I also hope to get an answer on the 2008 third quarter nickel bonus issue in the near future. If I have learned anything in this position up until now, it's that patience is not the ability to wait, but the ability to keep a good attitude while waiting.

I will be away for most of July, so please direct any concerns/questions to the remainder of the Stewards' Body at the Smelter, and failing that, to Guy Desloges, Unit Chair at the Union Offices.

Cheers.

Hello from the Mill

By: Marcel Charron, Chief Steward

First I would like everyone to join me in welcoming Guy Desloges as our new Unit Chair, and Richard Paquin as our new President.

Working at the Mill over the past few months has been pretty chaotic with the expansion project in full swing. Once complete (tentative around September/October), the Mill will have a new copper flotation circuit, new copper separation columns, new copper de-watering system, and a new tailings press, which is needed to provide for Nickel Rim.

The Mill is just finishing up a 7-week production stoppage, and scheduled to start up around July 15th. We currently have some slag, Nickel Rim and FNX ore on the ground here. To my knowledge, the Company is still in talks with FNX to process the ore we have here at the Mill.



The Mill production schedule will be going to a 3-shift schedule by the end of September. Also, the mechanical schedule is being revised (to be voted on) to be more compatible with the production shifts. The move to a 3-shift schedule will also allow for about three people to be called back from layoff on a permanent basis.

We still continue to fight on a daily basis concerning laid-off workers and will continue to do what we can to get these people back to work.

Nickel Rim South

By: Jan Romo, Chief Steward

Brothers and Sisters:

Seniority is an important part of our Collective Agreement. Seniority provisions allow senior employees entitlement for training, job postings and temporary promotions. But this is not always respected by the Company. With your seniority you have earned, these rights and you must stand up for them.

If you are being denied any of your rights, speak with a Steward and have these wrongs resolved.

A few postings have gone up and with the movement of workers, there may be some vacancies and some of our laid-off people recalled back to work.

On the lower levels, the heat and poor air quality is an issue. The Company is in the process of correcting this. In the meantime, work accordingly to protect your health and to not get hurt.

At Nickel Rim, the shift schedule is an ongoing issue, with no end in sight.

Once we achieve three months of continuous operation at 60% capacity of the mine's design, our work should be completed and the remaining contractors gone. The Union will be watching this to ensure our production and maintenance work is not being contracted out.

At Nickel Rim, we still have opening for Stewards. If anyone is interested, call me or Guy Desloges at the Union Offices at 673-3661 Ext. 24.

Stressful Decision

By: Wayne Nitchie, Compensation, Health & Welfare Officer

In what seemingly is a world gone mad, with the "world-wide recession", strikes, layoffs and down-sizing, one wonders, when will we return to normalcy? For it seems every day brings about more disturbing news of economic proportions.

To make matters worse, stress becomes the dominant factor, be it in the workplace or in the home. How you control stress is dependant on your outlook of life and the various ways of coping. In spite of the situation, attitude – your attitude – becomes the sole constant in how you deal with stress.

When it seems that the whole world is against you, seek advice from a trusted co-worker, the Union or your family physician. Our E.A.P. (Employee Assistance Programme) is there to help you.

Take advantage of this before it becomes too late. Realize the importance of this avenue to resolve whatever is of concern to you and, ultimately, to your family.



At the beginning, I eluded to the point of taking strike action in our current economic climate. I believe the quote from Martin Luther King, Jr., sums up why unions make the decision they do.

*"Cowardice asks the question, "Is it safe?"
Expediency asks the question, "Is it politic?"
And Vanity comes along and asks the question, "Is it popular?"
But Conscience asks the question, "Is it right?"
And there comes a time when one must take a position that is neither safe, nor politic, nor popular, but he must do it because Conscience tells him it is right.*

We stand in support and solidarity that will better the way of life for all workers, be they unionized or not, for it is the standard of living that remains paramount in having a thriving community that all will benefit.

As a final note, I wish to acknowledge your continued support in the recent elections.



UPCOMING EVENTS

**Labour Day Picnic
Monday, September 7th, 2009**

Keep you eye on the Bulletin Boards for the final details.

**Come out, bring the family!
Enjoy the day!**



**September 2009
Membership Meetings**

**Wednesday, September 9th, 2009
7:30 p.m
Mine Mill Hall**

- and -

**Thursday, September 10th, 2009
1:00 p.m. – 3rd Floor Board Room
Mine Mill Hall**



**CAW TCA
CANADA**

