

FRONT LINE FLYER

Mine Mill Local 598/C.A.W

www.minemill598.com

September 2011

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Xstrata Nickel Unit Chair Report

By: Guy Desloges

Brothers and Sisters:

Now that fall is fast approaching, health & safety is our #1 concern. Accidents at home or at work are still occurring on a daily basis. We have adopted “zero harm” for all sites. Our primary goal is to see all workers return home to their families safely.

We have the 2009 Nickel Bonus arbitration slated for February 2012, which means that we can only deal with the 2010 Nickel Bonus Direct Difference after the 2009 bonus has been dealt with. Hopefully we move fairly quickly on these issues. I will keep you posted on these arbitrations.

Nickel Rim South has significant issues concerning disciplines. Most workers must understand that if you follow company policies, you can't be disciplined. The Union has approached the company and asked about coaching and mentoring, but it falls on deaf ears.

Fraser Mine is still on the Swedish schedule and this is causing grave concerns regarding health and safety. The Union has approached the company on many instances so this can be rectified. This affects morale, health and safety and production, in that order. The workers need a family life.

Now that the boundary ore has been approved, you will see recalls coming into the work sites on a regular basis and hopefully all will be recalled by the end of the year. Safety and production go hand-in-hand and neither is very good.

Strathcona Mill – the CCR arbitration is scheduled for October 12th, 2011. The Mill plant is looking to re-gain the jobs that we lost to staff.

On a special note, I have visited the Mill on two occasions recently. The President accompanied me on the second tour and the results were the same. We are compiling a report for the members and, in turn, will discuss these issues with management again.

The Smelter has also been asked to re-double their efforts in achieving production goals. I know we have a very professional workforce that will do their utmost to achieve these numbers.

There have been some employees who have made comments about a “beaver tail and hot chocolate” after achieving great production goals.

Arbitrations – As time goes on, arbitration cases keep building up. We have slated for this year, the Drug & Alcohol, terminations, nickel bonus, CCR Mill, disciplines. As you can see, we have a very busy year on these cases.

Since we are entering a provincial election, it is time to investigate which parties are going back to the working class. Most people you talk to have major concerns – price of gas – price of food – cost of living – and most are on fixed incomes who can't afford the HST on electricity bills and gas bills.

One example I got from one worker who was filling up with gas – the bill was \$100.00 plus 13% HST, which is a significant increase. The Liberals (Rick Bartolucci) is nowhere to be found when it comes to issues like these. Ask these politicians the hard questions and demand answers. Please make your



vote count on October 6th, 2011. Only you can decide who will be the next governing party.

You are the Union.
The Union is only as strong as its members.

Smelter Report

By: Chris Brown, Chief Steward

Upon reading this, most of you will have been through the company's third quarter information session and know that the company is looking to us to double our efforts in order to reach the Smelter's 2011 budgeted production numbers. I have confidence the P&M workers will do their utmost to achieve the desired results, however, I do not hold the same confidence in management recognizing nor rewarding our efforts as recent history has shown.

One thing that struck me was the statement by management that we must reach our targeted production numbers or risks the loss of integrity when it comes time to go cap in hand to ask for further Smelter capital money going forward. The thing I found interesting about this statement was how extremely concerned they were about their image when it came to corporate, but as recent events have shown, much less concerned over their image when it comes to employees.

A beaver tail and a hot chocolate do not adequately recognize efforts put forth by the men/women of the Smelter to reach record production in 2010. Ensuring contractual monetary responsibilities are met should be something that is expected, not something that is questioned depending on how corporate decides to account their year-end results. To not recognize this milestone in any way, shape or form, shows the duplicity of management's thinking and further erodes the image that as a Smelter worker, we are valued for our skill and ability.

The millwright/welder classification issue we have been dealing with at the Smelter for the past several years seems to finally have a path forward, with an

outcome which should see this issue fade as time goes on.

We are currently seeking another Steward and someone to sit on the Trades' Committee. Please forward your name to Guy Desloges before the end of September.

Major arbitrations currently in the works include the last part of the Drug and Alcohol grievance (September), a second hearing on the 2009 Nickel Bonus (February 2012 tentatively), Central Services grievance (Spring 2012), and lastly, six termination grievances (dates unknown).

Lastly, I would like to touch on the upcoming provincial election. As recent events have shown, corporations have been attacking unions on every front, under the guise of the economic downturn. The eroding of the hard fought rights of workers when it comes to wages, pensions and benefits in effort to further pad corporate pockets is obscene.

Electing a mini Mike Harris (Tim Hudak) will only exacerbate the problem, with the PC party more than willing to legislate further powers to corporations at the expense of workers. Ensure your vote counts and take the time to thoroughly investigate each of the party's platforms.

Fraser Mine Report

By: Terry McCormick, Chief Steward

With the recent announcement of Morgan and Bowtie, Fraser Mine is once again a busy place. We are getting new employees in weekly.

The shift schedule is brutal and I hope that the Company will see the light and change it so our workers can have a family life.

Contracting out is a big issue, as it is at every site. We are committed to reducing these numbers.



I would like to welcome Marc Dellaire to the Stewards' Body. I am sure he will be an asset as a representative.

If you have any questions or concerns, I can be reached at the following numbers:

Home – 705-966-3824

Cell – 705-698-0309

Office – 705-966-3411 Ext. 6196

Nickel Rim South Report

By: Jan Romo, Chief Steward

Summer is coming to an end and I hope you enjoyed your vacation you may have taken.

At Nickel Rim, we have grievances in for mostly contracting out, job postings and discipline. Through the Hall, we also have Direct Differences in for contracting out for violation of the contracting out arbitration ruling we had previously arbitrated.

Some of the recalled employees say they are not treated the same as other employees, and shouldn't be. They are recalled and entitled to all the rights and benefits in the collective agreement. Hopefully with the recent open postings, we can get people properly posted and the label of "limited duration recalls" gone.

The Company has also opened up apprenticeships for electricians and we have three now, and the Company is taking applications for more.

Later this fall, the Provincial election is coming up. Use your democratic right and vote.

Strathcona Mill Report

By: Marcel Charron, Chief Steward

Well, what can I say about the Mill? I think the main issues are contractors, and the production group running short handed.

I do have grievances on contracting out, and I'm currently awaiting an arbitration date for them, and I'm sure there will be more to come. I continue to meet with management on a monthly basis concerning contractors, but we as a Union are dealing with a Company that just does what they want, and deny every stage of the grievance process, knowing that the arbitration process is a long wait.

If you see a contractor doing our work, please record the work being done, by whom, and the date, and pass this information on to myself or Jake; this will help at my contracting out meetings and grievances.

The Mill has posted an external ad for Mill Utility positions. This is just a slap in the face to our laid off brothers, and will be grieved if they insist on continuing with this hiring practice.

The production group has been forced to run short handed on several occasions. The latest was running a night shift with only one Operator "A" after a weeklong shutdown. Like I've always said, HEALTH AND SAFETY ABOVE ALL unless it affects production.

I currently have two grievances going to Med/Arb, four for arbitration and two others for second stage. We have a CCR arbitration date next month and a date for the 2009 nickel bonus in December.

On the brighter side, once all the manpower is recalled to Fraser there will only be a handful of people left on the recall list.

And finally after months of searching we finally have a newly appointed Steward at the mill. Please join me in welcoming Andrew Tricco from the mechanical department as the newest Steward.

If you have any questions or concerns please feel free to come and see me or call me – my numbers are posted, and are available from the CCR.