

FRONT LINE FLYER

Mine Mill Local 598/C.A.W

www.minemill598.com

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From: Richard Paquin
Xstrata Nickel Unit Chair

Relationship Building Program Update

To all:

Here is a participant's view of our session on the Relationship Building Programme that we participated in early November.



Rebuilding a relationship

By: Guy Sonier

Hello to all of you; hope you are all well.

As all of you know by now, the Company asked our Union to participate in a programme that the Ontario Ministry of Labour offers to companies that wishes to build a better relationship with their employees.

I was invited to go with my Union Brothers and I was very happy to say yes, because like anyone of you, I had a lot that I needed to say.

The first thing that one of the Ministry of Labour facilitator's asked all of us to do is to write on a piece of paper two or three expectations for these next couple of days that we were about to spend together. He assured us that all of them would be printed and handed to us at the end.

Well, if you read the summary that is on all the bulletin boards, you will notice that we came up with 98 expectations and if you break it down, you will see that whether it was P&M or Management, it came down to about 4-5 expectations. We all wanted basically the same!

Brothers and Sisters, I will say this to you. I needed this to bring my hopes up with Xstrata Nickel.

Like a lot of you, since Xstrata Nickel took over, we were all looking forward to some big changes. I heard a lot of positive things and seen a lot of Community events that Xstrata Nickel is doing, which we never saw with Noranda.

This is very good for the Community we live in, but nothing was changing at our level at work, and I could hear the same issues that I thought were behind us.

Although we see new hires and hear about all the activities around us, the relationship between Management and the employees had not changed one bit in some work places and the attitude was going back to negative.

Brothers and Sisters, it became clear to me not long after we got started on the Relationship Building Program, that for the first time in a long time I could feel the Company and



employees' where looking for some of the same goals.

- **TRUST**
- **OPEN AND HONEST**
- **WORKING TOGETHER**
- **RESPECT** (just to mention a few)

I know you are reading this and you are saying (Sonier has been brain-washed and it only took a few days) and I don't blame you. But if I would not have been there I would have some doubts as well, but you will have to trust us.

Trust your Union when we say we think that Xstrata Nickel does want to make things better. Believe me, I will be the first one to let the Company know if I feel this was just more B/S....

I know, the first thing that is going through your head right now is how is our Union going to change the way my shift boss and/or captain treats their men. You're right.

The only way to do that is if Upper Management set the expectations and that is why I was glad that Upper Management was there at the same time and agreed that in order to make this **RELATIONSHIP BUILDING PROGRAM** work is by working together.

We, the Union and the Company, need to trust and respect each other.

HOW DO WE START?

As you have probably all seen by now, through a lot of discussion we came up with 31 goals and with each goal there is some

action steps to take to attain each goals and to make sure that these steps are followed, we have two monitors – one Union and one Management. To make it even better, we added a time frame by which these have to be done.

The next step, after all of this, is the Ontario Ministry of Labour will meet again with the same people in about six months to get some feedback from all of us. **(SO THIS THING BETTER WORK OR SOMEONE WILL BE ON THE SPOT)**

So with all that, my personal feeling about this is very good and I am looking forward to the next couple of months to see how things unfold. I will tell you this, I will do my best to make this work and for all of you that where not there next to us, I ask you to be patient a little while longer and I hope you will see a difference.

I leave you with this to think about from Tom Melohn, former CEO of North American Tool Die Co. *“If you take a couple of drops of human dignity and respect-just a couple of drops-and put them on an employee, and if they believe you, they'll swell up just like a sponge.”*

