

FRONT LINE FLYER

Mine Mill Local 598/C.A.W

www.minemill598.com

September/October 2007

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Thayer/Lindsley Report

By: Jan Romo, Chief Steward

Well, things at T/L have much the same issues as usual. Workers working out of their job class for extended periods of time and no permanent or temporary jobs posted. So, if you see this going on, document the job, day and shift this is happening and grieve to get these jobs posted.

A training matrix is being developed slowly by the Company to ensure training is done by seniority. If you are aware of training being done out of seniority, let myself or a Steward know.

A few embedded contractors are coming in, mostly in the skilled trades. The biggest problem is that the Company is failing to post temporary jobs before bringing in these contractors, violating the contracting out arbitration ruling. We are dealing with this at the present time.

At the last Med/Arb process, we were successful with two T/L grievances and one being denied.

For the skilled trades, as you are aware we will be going to third party for a ruling over the rates committed to at bargaining.

Also, we have new "T-Shirts" and "golf shirts" at the Hall with our Skilled Trades/Northeastern Council logo on them (at cost).

Fraser Mine Report

By: Jeff Mullally, Chief Steward

Hope everyone enjoyed the summer. It went by so fast. It's hard to believe that it's mid-September.

Fraser has been really busy with new hires and postings. There are so many new people, people moving and changing jobs and shifts. You can hardly recognize the place. It's great seeing the place grow and this presents new challenges in training, replacing and moving people.

There have been some concerns brought forward, which we have been able to resolve. This should fall into place as the postings get caught up and vacancies are filled. If you have any questions or concerns, let your Union Rep know.

As Fraser grows and changes, we find ourselves short on representation. There are some shifts that don't have a Steward. If you are interested in representing your fellow workers, let myself or Richard Paquin know. If you know someone you believe would be a good representative, give them your vote of confidence and tell them how you feel. They may be interested.

Central Services Report

By: Rejean Berthiaume, Chief Steward

The embedded contractor process still has some problems in the information getting to us before the contractor comes on site. I will talk to management and try to resolve this issue by having a process put in place.

One of the embedded contractors was hired as a welder to fill one of the vacancies and the other welder contractor is going through the medical to be hired. It is looking good for more to be hired and in different trades.

Our production group has installed a cone dump at some sites. They are using the plate shop to fabricate the cone and help to install them. Good work and they are looking to take over all the Metal Air duct work for ventilation at all sites, to eliminate contractors on site.

It is not all rosy at our site, but we are working hard to improve the morale.

I would like to welcome Matt Brown to the Stewards' body. He will be with the Central Services production group.

Please work safe so you can enjoy life with friends and family.

Craig Mine Report

By: Scott Rogers, Chief Steward

Greetings Brothers and Sisters:

Due to circumstances beyond my control, I didn't enter a submission for the last newsletter, so I hope to get people back up to speed on what is happening.

The mine as a whole still seems to be moving ahead with few bumps in the road. We have been noticing that disciplines have been climbing of late, and some further discussion will be



needed to clear up some issues. With some perseverance and pressure, we hope to get all parties concerned straightened out.

Training ... what can I say here?? From the very few details that I have received, it looks like there will be a large increase in Miners' "A" and all down the line, for the future growth of Craig Mine. However, if we don't start taking a more serious attempt at developing and following a training matrix, we will have no way of filling any holes with our own current workforce from lack of training.

I would suggest to anyone who would like to bid out of their present job, to ask their supervisor for their training records and put in training requests for things they need to get into these other jobs.

Postings are now going at a rate that hasn't been seen in quite some time. So new faces will be coming and going. Make sure to welcome all new workers and don't be shy to help them out if they need it.

And I will end this report with the fact that hunting season is upon us again. So, while you are out doing your activities, remember your gun, boating and ATV safety. No one needs to get hurt while having fun or at work.

Strathcona Mill Report

By: Marcel Charron, Chief Steward

As you all probably know, we have what I think is a shortage of workers at the Mill, both in trained operators and skilled trades. There have been some recent new hires at the Mill and hopefully more to come. Training seems to have been a slow process, but is moving a little better now.

There have been recent issues lately of management not posting temporary postings and also moving embedded contractors around, thinking they can by-pass the approval process. I will be discussing some of the recent discipline and the tactics used in handing out said discipline with management.

Remember to have your say and fill out the surveys.

News from the Smelter

By: Brian Castelloux, Chief Steward

Jobs are being posted for production and we are seeing some new hires coming into the Smelter.

There have also been a number of postings for jobs in Skilled Trades. I believe most of the vacancies have been filled.

The calcining plant is now in the commissioning stages. Production people and some skilled trades have been trained, with more training to follow for skilled trades.

The Company is in the process of setting up a training matrix for skilled trades. This is nice to see as very little training has been done in the trades sector over past years.

The Company has told us that the Smelter will have a number of projects implemented in the next two years to increase output, so that we have feed to run all year without vacation shutdown.

We are however disappointed that the Company has not lived up to their commitment with regard to maintenance at XPS. At bargaining, the Company committed to having Xstrata maintenance personnel perform work at XPS. Up until September, no maintenance work was performed by our employees, some eight months after contract was signed.

All that has happened with regards to XPS maintenance is two mechanics received 1 day's indoctrination and one mechanic performed about four hours work.

This leaves one to wonder about Xstrata's visions, values and policies concerning this issue. If needed, assistance from a third party will be requested if what they committed to in February's negotiations is not adhered to.

This issue has been raised on numerous occasions with Company management and all we get is lots of assurances and very little action. I guess the Company cannot visualize our value.

OCTOBER 2007 Membership Meetings

Wednesday, October 17th, 2007 - 7:30 p.m.
Lower Deck Bar - Old "Mine Mill" Hall

Thursday, October 18th, 2007 - 1:00 p.m.
3rd Floor Board Room - "Old Mine Mill Hall"

