

FRONT LINE FLYER

Mine Mill Local 598/C.A.W

www.minemill598.com

April 2008

Any opinions or views expressed in this publication are those of the contributor and are not necessarily the opinions or views of Local 598, the CAW or the Newsletter Committee and neither Local 598, the CAW nor the Newsletter Committee accepts responsibility for them.

Harassment '08

By: Rick Grylls, President

I was given the book "A New Earth" by Elkhart Tolle and use some of his information below in my article that reflects the changing mind culture in our society.

Complaining is one of many behaviors of humans which results in a negative perspective and character. Complaining should not to be confused with someone informing you in a clear and non-aggressive manner, of a mistake or deficiency so that it can be put right. And to refrain from complaining doesn't necessarily mean putting up with bad quality or behavior.

There is no ego in telling the waiter that your soup is cold and needs to be heated up, if you stick to the facts, which are always neutral. "How dare you serve me cold soup? That's complaining. Every complaint is a little story the mind makes up, and one completely believes in. Whether you complain aloud or only in thought make's no difference. Complaining, especially about other people, is habitual and counter productive to a happy life.

Complaining, fault finding, reactivity in many situations gives the ego a feeling of superiority over others. Complaining about a traffic jam, politicians, the "greedy wealthy" or the "lazy unemployed", your co-workers, neighbours, ex-spouses, men or women, gives the sense of superiority from the implication you are right and the person or situation you complain about or react against is wrong.

Resentment is an emotion that accompanies complaining and the mental labeling of people. Resentment means to feel bitter, indignant, aggrieved or offended. It may also be accompanied by a stronger emotion such as anger or some other form of upset.

In this way, it becomes more highly charged energetically and can lead to reactivity. This added energy to the ego often leads to a more intensified attack onto the individual it is aimed at.

Mental abuses is applying negative mental labels to people, either to their face or more commonly when you speak about them to others, or even to just think about them and is often part of the pattern of harassment.

Name calling is the crudest form of such labeling and the ego's need to be right and triumph over others: "jerk, b-----d, b---h", all definitive pronouncements that you can't argue with.

On the next level down on the scale of unconscious, you have shouting and screaming, and not much below that, the physical abuse, of writing things, damaging personal property and violence.

The Human Rights Act, which defines the conscience of Canada, defines the standard of today to give every person the right to a harassment free life style at home, work or play.

If you feel you might have a complaining attitude or you are on the other end of someone's complaining up to harassment, you have several areas of support. In some of our 14 CAW/598 workplaces there are trained Employee Assistance Program personal that can direct you to counseling. You can also call the Union Hall and talk to Rick Grylls for confidential communication and direction of your issue.

UNION



Finlandia Care Services Report

By: Tiina Koskela, Unit Chair

Many of you have been asking when our new Collective Agreements would be ready. The wait is finally over. There is a copy in everyone's employee folder downstairs. They are the perfect size to fit into your uniform pocket.

March 17th, 2008 was the date for our 2.5% wage increase as per our Collective Agreement. It is up to everyone to check to make sure that their wage rate is accurate.

There have been some harassment issues in the work place. We need your help in eliminating this continuing problem. Treating each other with respect is a good beginning.

Iris Addiction Recovery Report

By: Lynn Jackson, Unit Chair

We have recently launched our Connections Programme, which provides women with support while awaiting treatment.

After the women have completed treatment, the Connections Counsellor will continue to be available to support and to follow up with their progress for up to six months.

Finlandia Nursing Home Report

By: Carol Varey, Unit Chair

There is an Urgent Action on Health Care to Stop Privatizations and reform home care now. The Sudbury meeting will be Thursday, April 17th at 4:00 p.m., Finland Nursing Home PK Sali site. We need your support. Please take the time to attend this special meeting.

I was able to attend the CAW Council meeting at Port Elgin. Buzz Hargrove gave an excellent speech on the labour movement.

It was very heart-warming to see the large donations and support given to our children who suffer from cancer. There are two campaigns – Megan's Walk and "Jack" Hope.

These children belong to our members. Even after all the trials of work issues, our Union finds the time and money for health research and family support. We should be very proud to be a CAW member.

I have left two copies of Buzz's report in our Staff Lounge.

St. Joseph's Villa Report

By: Laura Varey, Unit Chair

Your Bargaining Committee has had two days of bargaining with the Company. In this time, we have reviewed both packages. We all know two days is not enough time to get to the heart of issues. We will be looking for more dates in May.

I understand this seems like a long process, and it is. Your Committee wants to take the time to ensure we get what we need out of the next collective agreement.

Issues are being looked at, like job posting, vacation scheduling, etc. We are taking information from survey sheets and making sure issues are addressed. Important to note – if an issue arises during this time, please contact a member of the Bargaining Committee so that we may address it as soon as possible.

Elizabeth Centre Report

By: Michelle Chartrand, Unit Chair.

There are many issues still unresolved. We have scheduled a labour/management meeting in mid-April. We hope to resolve these issues and address all the workload complaints we have received.

We hope that after reviewing the workload complaints and through discussion, the Company will not hesitate to implement more nursing hours/staff with the recent new funding that the government has allowed.