

FRONT LINE FLYER

Mine Mill Local 598/C.A.W

www.minemill598.com

April 2010

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Xstrata Nickel Unit Chair Report

By: Guy Desloges

Summer is approaching quickly and the heat will be upon us soon. Health and safety for our members is absolutely the #1 requirement.

We are struggling with grievances and are not getting answers within the time limits. Your Chief Stewards are working diligently towards a resolve. Many are being sent to Mediation/Arbitration. There are also four cases waiting for arbitration and the Company lawyer doesn't seem to have time to set up dates for these cases.

The construction of our new offices will be starting soon. We have accomplished a milestone within our Union. We should be very proud of the new building. The Committee deserves a lot of credit for this major accomplishment. The President has spent many hours on this project. In the end, when it is complete, it will be a milestone within our Union. Thank you, Richard Paquin.

Nickel Rim South is no longer a project, as we have negotiated this in the new collective agreement. The Company has too many contractors on the property, so let the Union know when you see the any contractor doing our work. It is imperative that we try to resolve this issue as soon as possible. Remember, this could mean a job for a laid-off worker that could be permanently recalled.

The transition to Fraser Copper should be completed by August. The construction of the Dry will be done soon.

We have had one Contracting Out meeting and one being scheduled for the third week in April. I would like to welcome Julien Marleau as a new Union Steward at Fraser Copper. Please support his efforts in this new task.

Now that a new contract has been achieved, we are now trying to work towards the removal of all contractors from all sites. The Company will not commit to doing this. Embedded contractors will not be tolerated by the workers, especially when we have laid-off members.

To date, we have 87 workers recalled with more to come as August approaches. There will be some who elect to retire and some who will sever their ties with this Company.

At the Mill, most workers are very upset with the way the vacation shutdown is scheduled. Most members at the Mill will not enjoy summer vacation time with their families and children. From June 8th to June 22nd, the Mill workers will be off while the kids are still in school. Tell me, where are the "Visions and Values".

The Smelter also has a production shutdown from June 8th to June 22nd. All are working to do maintenance and clean-up. The Millwright issue has been resolved. Now all Millwrights can bid by seniority for this one time. This issue will be discussed at a Skilled Trades meeting in the near future and hopefully we can resolve this issue permanently.

Finally, the situation across the street is getting critical. As Union members, we do our utmost to try and support them. We had a collection for these families and I am proud to say that we



collected \$4,000 from all Units of Local 598/CAW. What a nice feeling when we presented these funds to them. We collected and donated quite a bit of non-perishable food to the USW in order to help make things a little easier for the families.

MAKE NO MISTAKE. This struggle could be ours in three years. In closing, the Union is only as strong as its members.

REMEMBER – YOU ARE THE UNION!

PLEASE HAVE A SAFE AND HAPPY SUMMER

A Win/Win Contract – Now Let's Work Together

By: Guy Sonier

Well, Sisters and Brothers: Xstrata Nickel has proven once again that they are willing to work side-by-side with us instead of against us. I see this contract as a Win/Win contract.

Let me quote you a definition of Win/Win, according to Stephen Covey, the author of "The 7 habits of highly effective people":

"Win/Win means that agreements or solutions are mutually beneficial, mutually satisfying. With a Win/Win solution, all parties feel good about the decision and feel committed to the action plan. Win/Win sees life as a co-operative, not a competitive arena. Most people tend to think in terms of dichotomies: strong or weak, hardball or softball, win or lose. But this kind of thinking is fundamentally flawed. It's based on power and position rather than on principle. Win/Win is based on the paradigm that there is plenty for everybody, that one person's success is not achieved at the expense or exclusion of the success of others. Win/Win is a belief in the third alternative. It's

not your way or my way; it's a better way, a higher way."

At 11:45 p.m. Sunday night, January 31st, all picket Captains received a call from the Union Hall instructing us not to start picketing until they (our leadership) call us and instruct us to do so. Both sides were still talking and as long as they were talking we were not to take strike action. This was the first time that this had ever happened. The rules are very clear, "no contract by 12:00 p.m., we are on strike."

So I am very happy that the Brothers and Sisters, who were covering every gate, respected the instructions our leadership gave us that night. As it turned out, by staying put, our negotiating committee was able to sign a contract without a labour dispute. Xstrata – this is a good start but don't screw it up.

Monday morning, February 1st was the best time since Xstrata took ownership of the Company to prove that they are different and that the Vision and Values that was preached to us was true. There is still time to prove this, but the way they are going about it is not good.

We signed a collective agreement but now it is very, very important that the Company follows it or all these great relationship gains that we are making will go unnoticed.

It looks like Xstrata is back with the same old way of doing things the way it wants to and disregard the collective agreement. We still have most of the recall workers off and too many contractors. Our people see this and are getting pretty upset.

Signing the contract is the best start for a good Employee/Company relationship building, but it does not stop there. To sign a contract, then turn around and just do what you want after is sending the wrong message to the employees. It looks like the only reason Xstrata signed a



new collective agreement is purely economical – good of them for the times (which is one win).

The other win in the WIN/WIN is working with our Union to get back to business as soon as possible as a team. If both sides follow the rules and the agreement that was signed, that is where you truly have a Win/Win work place and believe me, employees will go out of there way to do their job and more. And that my friend is truly working together for a common goal.

I listen to my Brothers and Sisters from the other Units and I do not like what I hear. If you want to make things to run the best way possible, everyone needs to do their best. Follow the agreement that we agreed on and go.

Integrity, honesty and Safety above all are nice words, but action is Golden. I hope that this golden opportunity that we have by signing a new contract is not wasted.

“Integrity and Honesty: They create the foundation of trust which is essential to co-operation and long-term personal and interpersonal growth”. Stephen Covey.

See you at the next meeting.

Long Live Mine Mill

In receiving a charter in 1942 our local on April 21st celebrated its 68th year. Since this date Mine Mill was instrumental in gaining better working conditions, wages and improving standards just not for its members but also for our community as a whole. We should all be appreciating the accomplishments our fore fathers gained. These hardships and successes have provided in giving us a good quality of life. This said, does this mean we sit on our butts and enjoy the spoils or do us carry on the

traditional militant attitude in moving forward and hold solid to our previous gains, and strive to further improve better working conditions for all.

As a brother of our local, I have found that Mine Mill, has a reputation of militancy and is held in high regarded and respect, from other locals outside of our community. When I hear this I feel a great pride to belong to such a historic local. This comes though with a responsibility to carry on the tradition, how do we do this; some can put more energy and commitment then others, as long as we play some part, be it as simple as not bad mouthing our local, to attending and voicing your concerns at the membership meetings or involvement as a steward or supporting your on site stewards. We can carry on this great tradition and reach out to all.

Good Welfare
Denis Felix Chartrand

LOCAL 598 REMINDER

JUNE 2010 MEMBERSHIP MEETINGS

**WEDNESDAY, JUNE 9th
7:30 p.m. – MINE MILL
CAMPGROUNDS
BARBEQUE – 6 p.m. to 7:30 p.m.**

**ATTEND YOUR MEMBERSHIP
MEETINGS TO GET THE ANSWERS
TO YOUR QUESTIONS**



Bridge Over Troubled Waters

By: Wayne Nitchie, Recording Secretary

(Writer's acknowledgement for lyrics by Simon and Garfunkel)

When Xstrata Nickel bought out Falcon **Bridge**, great expectations were anticipated.

Regrettably, a number of factors would come to dash any dreams of our expectations, notably a recession of severe economic chaos, resulting in the closure of our regions' operating mines and the lay-off of 686 workers.

The ineffectiveness of the Federal Government and the response of the Industry Minister, Tony Clement, would echo "*The Sound of Silence*".

To further complicate matters, it was decided to close down the Kidd Creek Metallurgical site, effective May 1st. Meetings with Dalton McGinty, the Premier of Ontario and Xstrata Nickel officials had no impact on the decision to be reversed.

"*At the Zoo*" would come to mind as an appropriate song lyric.

"*So here's to you, Mrs. Robinson* (read Mick Davis), *Jesus loves you more than you will know (wo, wo, wo). We'd like to know a little bit about you for our files. We'd like to help you learn to help yourself. Look around you, all you see are sympathetic eyes. Stroll around the grounds until you feel at home*".

For this was truly "*A Hazy Shade of Winter*".

These song titles and lyrics are not lost in the current struggle, which continue with Vale Inco and the U.S.W., for they too, are at odds over which song lyrics pertain to them.

But, 'Solidarity Forever' comes to mind.

Closing with, "*I Am a Rock*".



**37th ANNUAL MINE MILL
"BRIAN FEIL/SHARON PURCELL"
GOLF TOURNAMENT
ENTRY FEE: \$260.00 PER TEAM or
\$65.00 PER GOLFER**

**SATURDAY, MAY 29th, 2010
PINE GROVE GOLF COURSE
HWY. 69 SOUTH - 8 A.M. TEE-OFF
"SHOTGUN START"**

**Breakfast, Golf, Golf Cart and
Steak Dinner included in Fee
Dinner & Presentations to be held at Golf
Course approximately 4:00 p.m.**

**FIRST COME - FIRST SERVE
36 TEAMS OR 144 GOLFERS
PAYMENT REQUIRED UPON
REGISTRATION
REGISTRATION AT UNION OFFICES
ONLY**

**REGISTRATION DEADLINE:
MAY 24th, 2010**

