



# 598 local news



Election Edition

MINE MILL NEWS

May 2024

## GENERAL ELECTION 2024

### MAY 2024 GENERAL ELECTION MESSAGE FROM THE ELECTION COMMITTEE

Sudbury Mine, Mill & Smelter Workers' Union, Local 598 Unifor is proud of its long and rich history of protecting (and advancing the rights) of workers. It is time once again, to let your voice be heard as you vote in the upcoming General Election for a strong leadership that will continue to listen to its members and move the agenda forward.

We all know that a Union is only as strong as its members, which is the driving force, as we exercise our democratic right to vote for a leadership that will best represent us.

There will be Advance Polls at the Union Hall April 29th to May 3rd; 2550 Richard Lake Rd. 8:00a.m. to 4:00p.m. All positions will be open for Election.

The 2024 General Election will begin on May 13th and end May 25th. The previous General Election was completed by electronic voting, this Election will be administered paper and ballot box. All Glencore and affiliate sites will have site specific voting stations (where we have permission).



Election Results will be made available after the counting of ballots on May 25th and will be posted on our website.

The Election Committee would like to thank all of the candidates for your aspiration in becoming a Union Leader. We would like to also say that anyone can be active in the activities of the Local. Your President and fellow leaders are only a phone call away and your volunteer efforts would be greatly appreciated.

Remember, the best investment you can make for yourself and your family is to stay or join in the fight for better wages, safer working conditions, job security, pension & benefits, and to be actively involved in your Union. Be sure to vote.

#### ***In Solidarity, Your Election Committee***

Peter Sullivan – Committee Chairperson  
Ron Michaud – Committee Member  
George Markic – Committee Member  
Dwight Harper – Committee Member

### LIST OF NOMINEES (in alphabetical order)

#### EXECUTIVE BOARD

##### President

BOULAY, Eric  
MARCIL, Frank

##### Vice President

BODNAR, Dan  
GIFFORD, Jason  
WOOD, Melissa

##### Guide

CRISTO, Andrew  
DEGUIRE, Cheri

##### Trustees (3)

CHARTRAND, Gilles  
CORMIER, Ron  
MCNAMARA, Kelly  
RICARD, Paul  
SMITH, Billy

#### DELEGATES

##### Glencore Council Delegate (3)

BOILEAU, Carole  
CRISTO, Andrew  
ROGERS, Scott  
SCHROER, Lisa  
SMITH, Billy

##### Glencore Convention Delegate (3)

BOILEAU, Carole  
CRISTO, Andrew  
RICARD, Paul  
ROGERS, Scott  
SCHROER, Lisa  
SMITH, Billy

##### Groups 2 & 3 Unifor Council Delegates (3)

DEGUIRE, Cheri  
MARCIL, Frank  
MCNAMARA, Kelly  
WOOD, Melissa

#### GLENCORE

##### Fraser Mine

Chief Steward  
TURGEON, Curt  
TYMCHUK, Ivan

##### Health & Safety – Full Time Co-Chair

GOLDER, Bill  
LLOYD, Chuck  
O'KEEFE, Bridget

##### Health & Safety – Representative

COONEY, Tom  
FLYNN, Mike  
GHARTY, Patrick  
GOLDER, Bill  
LLOYD, Chuck  
O'KEEFE, Bridget

##### Skilled Trades

CRAIG, Darwin  
DUBE, Yves  
ROGERS, Scott  
THOMPSON, Chad  
TREMBLAY, Luc

##### Smelter

##### Chief Steward

ASTGEN, Eddie  
CRAIG, Darwin

##### Health & Safety – Full Time Co-Chair

DELMASTRO, Orazio  
PAJULUOMA, Shawn

##### Health & Safety – Representative

BOLGER, Joshua  
FOURNIER, Luc  
HAW, Trevor  
MCDUGALL, Douglas  
MOORE, Alex  
PAJULUOMA, Shawn

#### ST. JOSEPH'S VILLA

##### Unit Chair

DEGUIRE, Cheri  
MCNAMARA, Kelly

##### Bargaining Committee

CHAPMAN, Phil  
CLEMENT, Rebecca  
DEGUIRE, Cheri  
MCNAMARA, Kelly

##### Health & Safety Representative

CHAPMAN, Phil  
CLEMENT, Rebecca  
DEGUIRE, Cheri  
MCNAMARA, Kelly  
WHITE, Amanda  
ZHELEV, Zhelyo

#### ELIZABETH CENTRE

##### Unit Chair

NYKILCHUK, Dana  
PILON, Helen  
PROUXL, Patricia

##### Steward

DUPUIS, Natalie  
NYKILCHUK, Dana  
PENTON, Tara  
PILON, Helen  
POULIN, Monique  
WARENDA, Tammy

##### Bargaining Committee

DUPUIS, Natalie  
NYKILCHUK, Dana  
PILON, Helen  
WARENDA, Tammy

##### Health & Safety - Representative

PILON, Helen  
WARENDA, Tammy

EXERCISE YOUR RIGHT TO VOTE!

# Mine Mill Local 598 Unifor Elections **CANDIDATES**



## **Re-Elect Eric Boulay for President**

### CHAMPIONING LEGACY, LEADING WITH PASSION

In the heart of Mine Mill 598 beats the pulse of generations past and present, a legacy of strength, resilience, and unwavering dedication to our cause. As we stand on the shoulders of those who came before us, it's with great humility and determination that I, Eric Boulay, seek your support once again to continue serving as your Union President.

My journey with Mine Mill 598 is not just a professional one; it's a deeply personal one, rooted in the values instilled in me by my grandfather, Homer Seguin. His legacy of activism and advocacy runs through my veins, driving me to stand up for what is right and fight for the well-being of every member of our union.

From the moment I stepped foot into the mines, I knew that my path was intertwined with the fate of Mine Mill 598. As an electrician hired by Xstrata, now Glencore, I witnessed firsthand the challenges and struggles faced by our members on a daily basis. It was this frontline experience that propelled me to become a steward, to be a voice for my fellow workers and a catalyst for change.

The day after my probation was up, I took on the role of Union steward, a responsibility I did not take lightly. It was a privilege to stand alongside my brothers and sisters, advocating for fair treatment, safe working conditions, and just compensation. And now, as Union President, I am honored to continue that fight on a larger scale, representing the interests of all our members.

My vision for Mine Mill 598 is simple yet profound: to ensure that every member is treated with dignity, respect, and fairness. Whether it's negotiating better contracts, addressing grievances, or advocating for legislative changes, I am committed to fighting tirelessly on your behalf. I believe that together, we can build a union that not only protects our rights but empowers us to thrive in an ever-changing world.

As we look to the future, let us honor the sacrifices of those who came before us by carrying the torch of progress forward. Let us recommit ourselves to the principles of solidarity, unity, and justice that have always defined our union. And let us re-elect me, Eric Boulay, as your Union President, so that together, we can continue the legacy of greatness that is Mine Mill 598. Thank you for your trust and support.

*In Solidarity,*  
Eric Boulay



## **Frank Marcil for President for Groups 2 & 3 Unifor Council Delegate**

### VOTE FOR REAL CHANGE

While every election holds significance, the upcoming Union President election presents an opportunity for a fresh direction. Electing me, Frank Marcil, as your new president signifies a decisive step forward for our Union, not just for the next few years, but for the long term. The time for change is now!

Change is made by voting for me, a fresh beginning to move our Union forward. My goal is to make this change collectively, by listening and implementing the changes immediately. This will be my first priority as your leader.

With over 18 years of active involvement in our Union, I humbly seek to serve as your next president. I would continue to bargain for the best interest of our union representatives like I have done these past years. I would also continue to fight for employee rights, and hold employers accountable.

Together with our newly elected union representatives, our union will be proud to be the leaders at the forefront of a changing landscape. I believe that change cannot be made by one person alone, but to listen to the expert opinions of those that have the challenges that they are facing now, like recruitment, salaries, holidays, pensions and fair and equitable pay.

As an experienced Union Leader, I have an unwavering commitment to continue to build our renowned Union, the confidence to stand alone and to make the necessary tough decisions and the courage to make them.

By casting your vote in my favour, you are investing in a future that secures both your well-being and that of your loved ones. Together, let us shape a future we can all take pride in.

*In solidarity,*  
Frank Marcil



## **Jason Gifford for Vice-President**

Dear Members of Mine Mill Local 598,

I am writing to express my candidacy for the position of Vice President representing our valued workers within Mine Mill. It is with great enthusiasm and excitement that I step forward to serve our community in this capacity.

With over ten years of being a union member, I have had the privilege of actively participating in various roles that have deepened my understanding of our organization's inner workings and strengthened my commitment to our collective cause. Having served on the executive board as a guide, I have gained invaluable insights into the complexities of union governance and decision-making processes. This experience has equipped me with the skills and knowledge necessary to effectively represent our members' interests and advocate for positive change.

Additionally, I have worked tirelessly as a joint health and safety committee member, focusing on creating safer working environments and ensuring that our members' health and well-being are always prioritized. Through collaboration with management and fellow committee members, I have been instrumental in implementing proactive measures to prevent workplace accidents and promote a culture of safety consciousness among our workforce. My dedication to advancing health and safety initiatives underscores my unwavering commitment to serving our members' best interests.

One of my primary goals as Vice President will be to enhance member engagement and foster a sense of community within our union. I believe that a strong, united membership is the key to our collective success. By organizing regular meetings, workshops, and social events, we can create opportunities for interaction, collaboration, and mutual support among our members. Together, we can build a vibrant and inclusive community where every voice is valued and respected. We need to work together so we can make a positive impact and live the values of solidarity, compassion, and social responsibility that define our union.

Furthermore, I am committed to prioritizing health and safety in the workplace, and our members deserve to work in environments that prioritize their well-being and protect them from harm. As Vice President, I will work tirelessly to ensure that our union advocates for and implements robust health and safety measures, providing training, resources, and support to promote a culture of safety and wellness among our workforces. I believe that every worker deserves to be fairly compensated for their contributions and to have access to comprehensive benefits that safeguard their financial security and well-being. As Vice President, I will champion our members' rights to fair wages, equitable benefits, and improved working conditions, ensuring that our collective bargaining agreements reflect our members' needs and aspirations.

In conclusion, I humbly ask for your support and trust as I seek to represent you as Vice President. Together, we have the power to shape a brighter future for ourselves, our families, and our community. Let us stand united, shoulder to shoulder, as we work towards a better tomorrow.

Thank you for considering my candidacy. I look forward to the opportunity to serve you and our union with integrity, passion, and dedication.

*In solidarity,*  
Jason Gifford

**EXERCISE YOUR RIGHT TO VOTE!**



**Re-Elect *Melissa Wood***  
*for Vice-President and Council Delegate*

Siblings,

I am running for the position of **Vice President and Council Delegate**. I have been an ACTIVE member for over 13 years. I have had the privilege of representing as Unit Chair at St. Gabriel's Villa (13 years) and Health and Safety co-chair; along with various positions including the Executive Board Trustee, Member at Large and Vice President. What does all this mean? Well, it represents the passion I have for our union and our National union which keeps advancing workers' rights and advocating for a better tomorrow.

Our union has educated so many, knowing that the power is on the floor and who to hold accountable. We are fortunate at Mine Mill 598 in that you don't have to have an elected role to advance workers' rights - you just have to "do it"! The solidarity of those around you is what makes a workplace and a union STRONG! We have a democratic union and any member at any time can challenge or question what is happening. We have a great leadership team that is like a family; and life is too short to not be happy, especially in our workplaces where we spend the majority of our time.

**Things I would like to see moving forward as Vice President:**

- An action plan for our members and a vision for "What we want from the hall".
- Empower all of our members to know their rights in the workplace. As one of our local emblems is to (E) EDUCATE, (O) ORGANIZE and (I) INDEPENDENCE.
- Create a better society and environment for workers to be less stressed.
- Cultivate and foster an open-door policy where people can take pride in their workplaces.
- Create sustainable workplace wellness programs and call out employers who have high absenteeism due to toxic environments.
- Ensure equity and diversity in our local, to assure that the vision is one that represents the entirety of our members.

My dad was a miner at Falconbridge/Xstrata/Glencore and my mother a registered practical nurse. They always taught me about work ethic, integrity and honesty - qualities that have fostered my ability to impact positive change in present and past initiatives.

- Provincial and Federal Lobbying – National Pharmacare/Minimum Standards of Care.
- Administrator of union social media.
- Currently Ontario council delegate for the Women's committee.
- Unifor National campaign for member to member campaign.
- Participate on the Woman's committee with the Sudbury District Labour council.
- Planned and assisted in organizing Workers Memorial Day.
- Strike Coordinator for Glencore bargaining.
- Newly elected President of Nickel Belt Riding association.
- Committee participation on Women's Committee, Political Action, Community Services, LGBTQ and so many others.
- Co-Chair of the Sudbury Health Coalition – planned and organized many rallies and healthcare caucuses/assemblies.
- Participated in dozens of rallies not only locally but some even out of province.
- Planned and organized many training sessions at the local.

Being a kind union family is helping those through a hard time, injuries, health and safety, conflict resolution and seeing corrective actions being taken that makes it all worth it!

MOST of all I am proud of our local's history and our retirees who have fought for what we have and continue to do so. I have stood, rode buses and waved the flag with them and learned much about our history. It's time for more members to do the same and stand alongside.

I look forward to hearing from all of you. Thank you for your consideration and supporting me in the election of both Vice President and Council Delegate.

*In solidarity,*  
 Melissa Wood



**Kelly McNamara**  
*for Trustee*  
*for Groups 2 & 3 Unifor Council Delegate*  
*for St. Joseph's Villa Unit Chair*  
*for St. Joseph's Villa Bargaining Committee*  
*for St. Joseph's Villa Health & Safety Representative*

My name is Kelly McNamara. I have been a PCA at St. Joseph's Villa for just over 20 years. I have been a union representative for seven years and part of Health and Safety for five. For the past year, I have been the Health and Safety Co-chair and was able to be a part of bargaining.

This is all very interesting, and I try to learn and absorb so much with every different meeting or conference that I attend.

I am seeking re-election for these positions and have put my name forward to be unit chair. I believe in and do my best to have a good rapport with all co workers from each department. There is a lot of power in working together in solidarity.

I am also running for the position of Trustee. With many years of experience sitting on executive boards for 5 Pin Bowling, this process is not new to me. I am a signing officer on accounts and have an interest in and understanding of budgets and ledgers.

Believing in fairness and equality for all is something we should all stand for, and I will do everything I can to keep fighting for that. We all make this union what it is. This is OUR union! By voting for me, I will make sure that your voice is heard!

*In solidarity,*  
 Kelly

**YOUR VOTE MATTERS**



**EXERCISE YOUR RIGHT TO VOTE!**



**Paul Ricard**  
*for Trustee*  
*for Glencore Convention Delegate*

Good day Sisters and Brothers! It is election time again. My name is Paul Ricard. I have been working for Glencore close to 20 years. My 15 years involvement with the union consisted of 9 years as a Steward, 3 years a Chief Steward, 6 years as a Health and Safety Committee member, 6 years as a Trustee on the Executive board and various subcommittee involvement. I put my nomination for Health and Safety Committee person at Craig Mine, Trustee on the executive board and Convention delegate. In this coming election I am asking for your support again in order to put my past experiences and knowledge to work for the membership. In closing I will like to thank every sister and brothers that have put there nominations in and best of luck to everybody.

*In Solidarity!*  
 Paul Ricard



**Cheri Deguire**  
*for Guide*  
*for Groups 2 & 3 Unifor Council Delegate*  
*for St. Joseph's Villa Unit Chair*  
*for St. Joseph's Villa Steward/Bargaining Committee*  
*for St. Joseph's Villa Health & Safety Representative*

Good day Brothers, Sisters and Siblings,

My name is Cheri Deguire and I am seeking re-election for Unit Chair, Bargaining, Health and Safety, Guide on the Executive Board and Council Delegate to represent all my co-workers at St. Joseph's Villa and our membership.

I accepted a position on the Bargaining Committee 12 years ago to make a difference, to create a home and work life balance for everyone. Bargaining has been a challenge as we are mandated by the province, in an industry that requires much funding and commitment. I have sat on the bargaining committee for the last 4 contracts and each time, we have challenged the company and we have made improvements to our home and work life with every contract.

As Guide, on the Executive Board, I will continue to work with the board and address the concerns and struggles of Healthcare Workers.

I have proudly served 3 consecutive terms as your Council Delegate. With this responsibility you elected me for, I have proven myself as a strong voice resulting in an appointment as the "Member at Large for Ontario" on the Healthcare Council. As a member of the council, we have engaged National in discussions to ensure our co-workers have the essential tools and training required to perform the care our elders deserve. As a healthcare worker, I will continue to have your voice heard, understood and responded to.

I have also been a Certified Health and Safety representative for 12 years within the organization. Working together with the Joint Health and Safety committee to improve and protect our workers daily to ensure the safety of every worker. I was also elected last December 2023, to one of the Standing Committees on the Ontario Regional Council for the Health and Safety and the Environment Committee. I continue to move forward on a larger scale to address the hazards that healthcare workers face daily.

My experience, determination, skills and problem solving will be utilized in an industry that is in desperate need of direction and advocacy. I look forward to the future, moving forward and most of all your support.

*In solidarity,*  
 Cheri Deguire



**Bill Golder**  
*for Fraser Mine Health & Safety –Full Time Co-Chair*

I, Bill Golder, am running in the election for the full-time Joint Health and Safety Committee Co-Chair position at Fraser Mine.

I have worked in the mining industry for over 30 years as a Miner A, Miner C, Shaft Inspector, and Hoist Operator. I am familiar with the standard operating procedures, as well as the associated Safety Regulations for these jobs.

My experience would make me an asset as a Co-Chair for the Joint Health and Safety Committee, and I appreciate your vote.

*In Solidarity*  
 Bill Golder



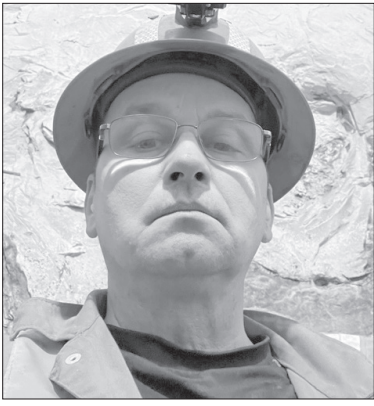
**Jody Bridget O'Keefe**  
*for Fraser Mine Health & Safety –Full Time Co-Chair*

As a candidate for the position of Health and Safety Co-Chair at Fraser Mine Glencore, I am deeply committed to promoting a culture of safety and well-being within our organization. With a strong focus on taking safety seriously, I believe that every individual deserves to work in an environment that prioritizes their health and security. Currently pursuing an Associate's Degree in Occupational Health and Safety, I am dedicated to expanding my knowledge and expertise in this field to better serve our Glencore community. If elected, I will work tirelessly to enhance our safety protocols, conduct thorough risk assessments, and ensure compliance with regulations to create a safer workplace for all. Your vote for me as Health and Safety Co-Chair at Fraser Mine Glencore is a vote for a workplace where safety is a top priority, and where every individual's well-being is valued and protected.

*Best regards,*  
 Jody Bridget O'Keefe



**EXERCISE YOUR RIGHT TO VOTE!**



**Mike Flynn**  
*for Fraser Mine Health & Safety – Representative*

Worked at Fraser Mine for 23 years, All Zones Logistics, Nickel side, Copper and Morgan. I am a P&m Trainer and working on Shaft crew currently. Have done 3 years joint health and safety (certified) and have volunteered doing collections for workers when they were experiencing difficult times for many years.

Mike Flynn



**Chuck Lloyd**  
*for Fraser Mine Health & Safety – Full Time Co-Chair*

Hello, as the current Co-Chair at Fraser Mine, I thank you for your consideration in electing me to the **Full-Time Health & Safety Co-Chair position.**

My thoughts as the current full-time Health and Safety Co-chair:

**Above all, I want all people that attend a workplace to return home without injury and in good mental health!**

**I have always done my very best to advocate for the membership.**

**I have always stood up to management and supported members with extreme tenacity.**

I started as a steward at Nickel Rim South in 2010. At Fraser I became a steward in 2018 and progressed to Chief Steward for approximately the past 3.5 years. I have addressed union situations and violations of the collective agreement. I have always fought hard for members in all situations ranging from AWOL's, collar to collar scheduling, harassment, unjust terminations and everything in between.

I was involved with Joint Health and Safety "MASHA" at another mine, and I have been a health and safety representative at Fraser for the past 3 years. And, now as the full time Co-Chair, my background and experience has proven to be a very valuable asset in this position.

**Health and Safety is a huge passion of mine.**

I will continue to exercise my extreme tenacity with the Joint Health and Safety Team, to ensure that members are protected and conditions are compliant at all times at Fraser Mine.

**PLEASE VOTE FOR ME, CHUCK LLOYD your avid experienced representative.**



**Shawn Pajuluoma**  
*for Smelter Health & Safety – Full Time Co-Chair*

Good day brothers and sisters,

My name is Shawn Pajuluoma and I would like to represent all of you in the upcoming Health and Safety Co-chair elections.

I have been involved in the mining industry for 16 years, working both underground and on surface.

During my time, I have been able to accumulate 10 years of health and safety experience as well as many courses to help me have a better foundation to work with all.

I will always maintain an open-door policy and a policy where you will not go unheard.

I thank you in advance for all the support and I promise, health and safety is my main priority.

Shawn Pajuluoma



**UNIFOR**  
**Local598**

**EXERCISE YOUR RIGHT TO VOTE!**

## CONGRATULATIONS TO ALL ACCLAIMED CANDIDATES

### LIST OF ALL ACCLAIMED (in alphabetical order)

#### EXECUTIVE BOARD

##### FINANCIAL OFFICER (1)

Carole Boileau

##### SERGEANT-AT-ARMS (1)

Lisa Schroer

#### DELEGATES

##### Unifor Convention Delegate GROUP 2 & 3 (3)

Cheri Deguire  
Frank Marcil  
Melissa Wood

#### GLENCORE

##### Full Time Positions

##### Unit Chair (1)

Dale Lafrance

##### Compensation Health & Welfare Officer (1)

Andrew Cristo

#### FRASER

##### Steward (7)

Tom Cooney  
Joey Lacaille  
Joseph McNeill  
Ivan Tymchuk

##### Bonus Steward (2)

Ivan Tymchuk

#### NICKEL RIM SOUTH

##### Health & Safety Committee

##### Members (2)

Jason Gifford  
Denis Ranger  
Larry Thompson

##### Chief Steward (1)

Yves Dube

##### Steward (2)

Gilles Chartrand

##### Bonus Steward (2)

Dale Kinnonen

#### SMELTER

##### Steward (5)

Kaven Arsenault  
Eddie Astgen  
Joshua Bolger  
Alex Moore

#### STRATHCONA MILL

##### Chief Steward (1)

Randy Moxam

##### Steward (2)

Ramsy Bastien  
Zachary Pecman

##### Health & Safety Committee

##### Member (2)

Dean Bodsén  
Kevin Dupuis

#### ONAPING / CRAIG MINE

##### Chief Steward (1)

Ron Cormier

##### Steward (3)

Mario Palin  
Paul Ricard  
VACANT

##### Bonus Steward (1)

Gerry Gaulin

##### Health & Safety - Full Time (1)

Billy Smith

##### Health & Safety Committee

##### Members (2)

Jesse Legault  
Kris Prichette  
Paul Ricard

#### GROUP 2

##### WSIB Worker Rep - Groups 2 & 3

Amanda McGaughey

#### BRINKS

##### Unit Chair/Bargaining Committee

##### Member (1)

Ciff McCullam

##### Steward/Bargaining Committee

##### Member (1)

Russell Wroblewski

##### Health & Safety Representative (1)

Russell Wroblewski

#### GATEWAY CASINO

##### Unit Chair/Bargaining Committee

##### Member (1)

Frank Marcil

##### Steward (4)

Gisele Lafond  
Melissa Purdy

##### Bargaining Committee

##### Member (2)

Gisele Lafond  
Melissa Purdy

##### Health & Safety Representative (2)

Donna Cayen  
Tina Gilchrist

#### HORNPAYNE POWER

##### Unit Chair/Bargaining Committee

##### Member (1)

Mike Gratz

##### Steward (2)

Seepana Goutham

##### Steward/Bargaining Committee

##### Member (3)

Seepana Goutham

##### Health & Safety Representative (2)

Seepana Goutham

#### LAFARGE HOLCIM

##### Unit Chair/Bargaining Committee

##### Member (1)

Mike Vanderform

##### Steward (2)

Ross Joyce  
Brent Stephenson

##### Health & Safety Co-Chair (1)

Brent Stephenson

##### Health & Safety Representative (3)

Paul Martin

#### MONARCH RECOVERY SERVICES

##### Unit Chair/Bargaining Committee

##### Member (1)

Duncan McTaggart

##### Steward/Bargaining Committee

##### Member (2)

Chanza Falconer  
Kim Nootchtaï

##### Health & Safety Co-Chair (1)

Rhonda Gregoris

##### Health & Safety Representative (3)

Danielle Fresura  
Kim Hefford  
Rene Trudeau

#### GROUP 3

##### WSIB Worker Rep - Groups 2 & 3

Amanda McGaughey

#### FINLANDIA NURSING HOME

##### Unit Chair/Bargaining Committee

##### Member (1)

Shawn Mathe

##### Steward (4)

Amanda McGaughey  
Guy Simon

##### Steward/Bargaining Committee

##### Member (2)

Amanda McGaughey  
TBD

##### Health & Safety Committee

##### Member (2)

Shawn Mathe  
Amanda McGaughey

#### SUDBURY FINNISH REST HOME SOCIETY

##### Unit Chair/Bargaining Committee

##### Member (1)

Melanie Allen

##### Steward (1)

Michelle Danis  
Silvana Vitiello

##### Bargaining Committee (2)

Melanie Allen  
Michelle Danis

##### Health & Safety Representative (2)

Melanie Allen  
Michelle Danis

#### VILLA ST. GABRIEL'S VILLA

##### Unit Chair/Bargaining Committee

##### Member (1)

Melissa Wood

##### Steward (4)

Rachel Gillies  
Jamie Pilon

##### Steward/Bargaining Committee (2)

Rebecca Aubrey  
Rachel Gillies

##### Health & Safety Representative (5)

Cheri Bouffard  
Jennifer Foslett  
Melanie Lauzon  
Jamie Pilon  
Melissa Wood

##### Women's Advocate

Savannah Guy

#### ST. JOSEPH'S VILLA

##### Steward (7)

Phil Chapman  
Rebecca Clement  
Cheri Deguire  
Justine Horner  
Kelly McNamara

##### Women's Advocate

Savannah Guy

#### THE WALFORD ON THE PARK

##### Unit Chair/Bargaining Committee

##### Member (1)

Alison McGhee

##### Steward/Bargaining Committee

##### Member (1)

Tina Moneweg

##### Health & Safety Representative (1)

Alison McGhee

## MINE MILL LOCAL 598/UNIFOR BY-LAWS - ELECTION RULES – ARTICLE 6

### ARTICLE 6 - Section 1

a) President, Vice-President, Financial Officer, Recording Secretary, Sergeant-At-Arms and Guide will be elected by majority vote (50% + 1 vote of the ballots cast) and shall be elected for a three (3)-year term.

b) If no candidate has majority, a run-off election will be held the following week between the two candidates that receive the highest number of votes.

c) The Trustees and Delegates are elected by plurality.

d) Members-at-Large - Immediately following the General Election:

Group 1: The newly elected Unit Chair for Glencore will automatically become the Member-at-Large for Group 1. (No election for Member at Large Group 1 required).

GROUP 2: The Election Chairperson will conduct an election for Member-at-Large for Group 2. Only newly elected Unit Chairs from Group 2 are eligible to run for and/or vote. The candidate with the most votes shall become the Member-at-Large for Group 2.

GROUP 3: The Election Chairperson will conduct an election for Member-at-Large – Group 3. Only newly elected Unit Chairs from Group 3 are eligible to run for and/or vote. The candidate with the most votes shall become the Member-at-Large for Group 3.

RETIREE'S CHAPTER: In accordance with the Retiree's Chapter By-Laws, the Retiree's Chapter will hold a vote within their Chapter to elect the Retiree Chapter Worker Representative Member-at-Large to sit on the Local's Executive Board.

### ARTICLE 6 - Section 2

a) Local Elections shall be held under the supervision of Election Committee, a membership meeting prior to March 15th of the election year.

b) Each candidate must qualify when submitting a nomination form in writing stating the position they are running for. A member must be in good standing for a period of one (1) year, in order to be eligible to seek and/or hold office.

c) The qualification must be addressed to the Election Committee Chair via the Executive Assistant of the Union and to be received no later than the date and time set as a deadline.

d) Persons turning in qualifications shall make/retain copy of same.

e) Acceptance of qualification shall be done in person or electronically and in writing to the Election Committee or via the Union's Executive Assistant during regular working hours.

f) The time frame for submitting qualifications is 21 days from the date of the nomination opening not before March 15th of the election year.

### ARTICLE 6 - Section 3 - ELECTION CHAIR/COMMITTEE DUTIES

a) Local Union Election Chair and Committee Members/ Poll Clerk shall ascertain whether each member voting is a member of the Local Union.

b) The Election Chair and Committee Members/ Poll Clerk shall have said member(s) sign their name in the Election Roll Book provided by the Union for that purpose.

c) If a voter is unable to sign his or her name, the Election Chair and Committee Members/ Poll Clerk shall initial the member's signature or mark, and then the Election Chair and committee members will issue the voter a ballot.

d) The Election Chair and Committee members shall be responsible for all ballot boxes between elections.

e) It is the Election Committee Member's responsibility to return the ballot boxes to the Election Committee Chair after the election.

### ARTICLE 6 - Section 4 - ELECTION PROCESS

a) Voting shall be by secret ballot or another secure and confidential voting system.

b) After marking the ballot, the voter shall deposit same in a ballot box provided by the Local Union for this purpose.

### ARTICLE 6 - Section 5 - MEMBER ELIGIBILITY FOR UNION POSITION

a) No member shall be eligible to hold Executive office that has not been a member in good standing for at least one year in the local union prior to their nomination to office.

b) No retiree shall hold or seek an Executive Office except for Retiree Member at Large.

c) To be eligible for Triennial Convention delegate, a member must be in good standing for a period of one (1) year.

d) The Runner up for delegates shall be alternates in the order in which they finished.

e) To be eligible for Stewards and Committee Persons, a member must be in good standing for a period of one (1) year.

f) A member in good standing CANNOT run for and/or hold more than one (1) position on the executive board.

g) A member in good standing CANNOT run for and/or hold more than one (1) full-time paid position.

h) A member in good standing CAN run for and hold a full-time paid position and an Executive Board position only, provided that the Executive Board position is not a full-time position.

i) A member in good standing CAN run for and hold more than one (1) part time position in addition to an Executive Board position.

j) A member in good standing running for a bargained, company paid, Full Time Site Representative position CANNOT run for and/or hold ANY OTHER full time or part-time site position.

### ARTICLE 6 - Section 6 - SCRUTINEERS

a) Candidates for office may appoint a Scrutineer to act on their behalf during the Local elections for each poll named by the Local Union. Each Scrutineer shall be a member of the Local Union in good standing.

b) Such Scrutineer shall not be entitled to receive compensation for wages or other expenses from the Local in connection with acting as a Scrutineer.

c) Each candidate shall notify the Election Committee Chair in writing of names of his or her Scrutineer and the polls that each is assigned to, not less than 48 hours prior to the election.

d) Each Scrutineer shall carry with them, a letter from the candidate they represent in order to identify them to the Election Committee Chair. Such identification must correspond with the information received by the Election Committee Chair.

### ARTICLE 6 - Section 7 - THE DUTIES OF THE SCRUTINEER

The duties of the scrutineer:

1. They may always be present at the poll.

2. They shall not be involved in any interference with the rights of the voters or engage in electioneering.

3. They shall be present at the counting of the ballots and entitled to scrutinize each ballot.

Any violations of the privileges and rules of the Scrutineer as set down shall be reported to the Election Committee Chairperson shall report such infractions to the membership at the next membership meeting.

### ARTICLE 6 - Section 8 - RECOUNT

a) Should the count of any losing candidate in a Local Election be within fifteen (15) votes of the lowest winning candidate, there shall be a recount if requested by the candidate involved.

b) Such request must be made within 48 hours to the Election Committee Chairperson after the returns have been tabulated.

c) Only the votes of the candidates in question shall be recounted.

### ARTICLE 6 - Section 9 - REFERENDUM VOTE

a) If the referendum vote is for a purpose other than electing candidates and the count in question is within ten votes either way there shall also be a recount.

### ARTICLE 6 - Section 10 - RULES

a) There shall be NO UNION-ORIENTED meetings at 2550 Richard Lake Rd., Sudbury other than Executive Board Meetings held on Election Day until polls are closed.

### ARTICLE 6 - Section 11 - INSTALLATION

a) The Election Committee shall announce the result of each election or run-off election immediately after the ballots are counted and shall provide a written report of the election to the next Local Union membership meeting.

Those elected will be installed at the next regular meeting.

### ARTICLE 6 - Section 12 - BALLOTS

a) All ballots shall be numbered, and the numbered portion remains with the Election Committee Members/Poll clerk and the full names of all candidates shall be placed on a ballot in alphabetical order, except the names of those acclaimed.

b) All ballots and other election records in any election must be kept in a sealed and secured box following each day of polling and for one year immediately following the election. The Local Union may then destroy the ballots unless a review is pending. If a Review of Decision is pending, the ballots must be preserved until the review has been finally decided.

### ARTICLE 6 - Section 13 - GUIDE FOR LOCAL UNION ELECTIONS

a) The UNIFOR National Constitution, the Guide for Local Union Elections and the Policy Regarding Local Union Elections issued by the National Union shall govern the Election Committee and the membership.

### ARTICLE 6 - Section 14 - LEAFLETS

a) Leaflets must be non-defamatory and must adhere to the Constitution and By-Laws. The leaflets will be produced at no cost to the Local Union.

### ARTICLE 6 - Section 15 - DATE OF ELECTION

a) Where in unusual circumstances, a Local Union is unable to secure a quorum at a membership meeting with at least 45 days prior to the time required to conduct elections, the decision as to time, date and locations of the election should be made by the Local Union Executive Board.

### ARTICLE 6 - Section 16 - APPEAL WITH RESPECT TO LOCAL UNION ELECTIONS

An appeal with respect to Local Union elections may be filed and shall be governed pursuant to the Procedure Policy on Constitutional matters and Review of Decision. Refer to Unifor Constitution - Article 18.

### ARTICLE 6 - Section 17 - INSTALLATION OF OFFICERS

(unifor, 2016) Article 24 page 100 101

### OATH OF OFFICE AND INSTALLATION CEREMONY

Local elected officers

The Installing Officer says:

“Give attention while I read to you the obligation:

Do you pledge on your honour to perform the duties of your respective offices as required by the Constitution of the Union and to bear true and faithful allegiance to Unifor?

Do you pledge to promote a harassment and discrimination-free environment and work to ensure the human rights of all members are respected?

Do you pledge to support, advance and carry out all official policies of the Union and to work tirelessly to advance and build the membership of our Union?

Do you pledge to deliver all books, papers, and other property of the Union that may be in your possession at the end of your term to your successor in office, and at all times conduct yourself as becomes a member of this Union?”

Local Officers, Delegates, Workplace Representatives respond “I do.”

The Installing Officer then says:

“Your responsibilities are defined in the By-Laws, Constitution and policies of Unifor. Should any emergency arise not provided for in these, you are expected to act according to the dictates of common sense, guided by an earnest desire to advance the best interest of the Union. I trust you will all faithfully perform your duties so that you may gain the esteem of your brothers and sisters and the approval of your conscience.

You will now assume your respective offices.”

**VOTING****ALL GROUPS - ADVANCED POLLS****April 29th to May 3rd, 2024****At the Union Hall – 8:00 a.m. to 4:00 p.m.  
2550 Richard Lake Park****ONSITE POLLS - Between MAY 13 and MAY 25, 2024**

Voting will be conducted on each unit's site this year. Please ensure you know your unit's voting schedule This schedule is also available on your Union's website [www.minemill598.com](http://www.minemill598.com)

<b>GROUP 1</b>	Fraser	May 16th - 5:30 a.m. - 7:00 a.m. May 16th - 5:30 p.m. - 7:00 p.m.	May 22nd - 5:30 a.m. - 7:00 a.m. May 22nd - 5:30 p.m. - 7:00 p.m.	
	Strathcona	May 14th - 5:00 a.m. - 8:00 a.m.	May 15th - 5:00 a.m. - 8:00 a.m.	
	Nickel Rim South	May 14th - 5:00 a.m. - 7:30 a.m.	May 15th - 5:00 a.m. - 7:30 a.m.	
	Craig Mine	May 14th - 4:00 a.m. - 6:30 a.m. May 14th - 5:00 p.m. - 6:30 p.m.	May 16th - 4:00 a.m. - 6:30 a.m. May 16th - 5:00 p.m. - 6:30 p.m.	
	Smelter	May 13th - 5:00 a.m. - 8:00 a.m.	May 15th - 5:00 a.m. - 8:00 a.m.	
<b>GROUP 2</b>	Brinks	May 21st - 6:45 a.m. - 8:30 a.m.		
	Gateway	May 21st - 9:45 a.m. - 10:15 a.m. May 21st - 5:45 p.m. - 6:15 p.m.	May 24th - 9:45 a.m. - 10:15 a.m. May 24th - 5:45 p.m. - 6:15 p.m.	May 25th - 9:45 a.m. - 10:15 a.m. May 25th - 5:45 p.m. - 6:15 p.m.
	Hornepayne Power	April 30th - 5:00 p.m.	May 1st - 5:00 a.m.	
	Monarch Recovery Service 2550 Richard Lake Rd	May 13th - May 24th - 8:00 a.m. - 4:00 p.m.		
	Lafarge	May 16th - 6:30 a.m. - 7:00 p.m.		
	University of Sudbury	May 21st - 10:00 a.m. - 2:00 p.m.		Room #215
<b>GROUP 3</b>	St. Joseph's Villa	May 21st - 6:30 a.m. - 9:00 a.m. May 21st - 2:30 p.m. - 5:00 p.m.	May 22nd - 6:30 a.m. - 9:00 a.m. May 22nd - 2:30 p.m. - 5:00 p.m.	
	Villa St. Gabriel Villa	May 21st - 6:30 a.m. - 9:00 a.m. May 21st - 2:30 p.m. - 5:00 p.m.	May 22nd - 6:30 a.m. - 9:00 a.m. May 22nd - 2:30 p.m. - 5:00 p.m.	
	Elizabeth Centre and Nutra Services	May 22nd - 5:30 a.m. - 9:15 a.m. May 22nd - 11:30 a.m. - 12:30 p.m. May 22nd - 1:30 p.m. - 2:30 p.m.	May 23rd - 5:30 a.m. - 9:15 a.m. May 23rd - 11:30 a.m. - 12:30 p.m. May 23rd - 1:30 p.m. - 2:30 p.m.	
	Finlandia / Sudbury Finnish Rest Home	May 23rd - 6:30 a.m. - 9:00 a.m. May 23rd - 2:30 p.m. - 5:00 p.m.	May 24th - 6:30 a.m. - 9:00 a.m. May 24th - 2:30 p.m. - 5:00 p.m.	Voima Hall
	Walford on the Park	May 14th - 5:30 a.m. - 9:00 a.m. May 14th - 1:00 p.m. - 2:30 p.m.	May 16th - 5:30 a.m. - 9:00 a.m. May 16th - 1:00 p.m. - 2:30 p.m.	

**RUN-OFF ELECTION - JUNE 3rd to JUNE 7th, 2024****At the Union Hall – 8:00 a.m. to 4:00 p.m. – 2550 Richard Lake Park**

Where a candidate for Executive office does not receive a clear majority (50% plus one of valid ballots cast) there will be a run-off Elections As per the Advanced Polls, the run-off election will be conducted at the Union Hall.

**RETIREE'S Vote at the Union Hall**

Glencore Retiree's can vote for: President, Vice President, Sergeant at Arms, Trustee, Glencore Convention Delegate, Glencore Council Delegate. First Nickel Retiree's can vote for: President, Vice President, Sergeant at Arms, Trustee.

**RUNNING FOR AN EXECUTIVE BOARD POSITION - DISCLAIMER**

All members of Mine Mill Local 598/Unifor who wish to run for Executive Board positions must comply with Terms of Registration with Alcohol and Gaming Commission of Ontario.

In particular, Section 32 (1) 9 of this regulation prohibits the operator of a gaming premises from allowing executives and staff of a trade union who represent or negotiate on behalf of gaming employees at the gaming premises to play games of chance at that gaming premises. The signed terms on Unifor Local Union 598 o/a Sudbury Mine, Mill and Smelters Workers registration also requires its executives to ensure that these individuals refrain from such gaming activities.

Please be also reminded that the terms of registration for Unifor Local Union 598 o/a Sudbury Mine Mill and Smelters Workers requires its executives to provide the Deputy Registrar with written notification of its intention to change any member of its executive, and to obtain the Deputy Registrar's written consent prior to the change.

Please note that should any other executive or staff member of Unifor Local 598 o/a Sudbury Mine, Mill and Smelter Workers wish to deal directly with any gaming premise in Ontario, they must first submit a fully completed Personal Disclosure Form with photograph to the Commission and be approved by the Deputy Registrar.

**EXERCISE YOUR RIGHT TO VOTE!**