

CONGRATULATIONS NICKEL RIM SOUTH MEMBERS



Congratulations to Nickel Rim South mine (NRS) for winning the National John T. Ryan Award for the best Safety Performance (lowest reportable injury rate) for metal mines in the Canada for 2022. An award was presented at the Canadian Institute of Mining and Metallurgy (CIM) Expo in Montreal. Our members should be very proud of their accomplishments.

From the left are Eric Perreault (Safety and Training Supervisor, Nickel Rim South), Dustin Ceretti (Director of Craig Mine), Billy Smith (Health and Safety Representative, Nickel Rim South) and Andre Timony (Production Superintendent, Nickel Rim South).



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From left to right: Shawn O'Brien (Nickel Rim South), Aaron Boutet (Fraser Mine), Neil Poulin (Sustainable Development), Bleir Millions—Mine Rescue Briefing Officer (Fraser Mine), Julien Lalonde—Mine Rescue Captains (Fraser Mine), Jesse Legault (Nickel Rim South), Patrick Robitaille (Nickel Rim South) and Xavier Bruneau (Fraser Mine).

Sudbury INO Mine Rescue won 1st place at the 2023 Onaping District Mine Rescue Competition and is headed off to Hagarville, ON in June for the provincials. These volunteers are highly trained and test their life saving skills against other mine rescue teams in their district. During the awards ceremony on May 12, several employees were recognized for their years of service ranging from 5-20 years. Their commitment is commendable and we are proud of our members dedication to respond when an underground incident happens.

Congratulations



Greetings Sisters & Brothers,

Thank you for taking the time to read our Union’s newsletter and helping keep the information flowing to your brothers and sisters at the workplace. This small act helps build the strength of our Union because an informed member is a strong member.

Since our last newsletter my calendar has been filled with bargaining sessions with several of the different employers where we represent several hundred members within an array of different industries. I must say by far the most frustrating employers to deal with are in the healthcare industry, these employers besides being rude, brash and condescending towards our members and our Union; these employers do not whatsoever take these bargaining sessions seriously. Members in this sector fall under the hospital labour disputes arbitration act and do not have the right to strike. We all know when bargaining is not going well, we have the hammer which is a well thought out strike. These members are unable to use this hammer so they need our help, we need strategies to help bring these members fair and equitable collective agreements. The national Union and other organizations such as the Ontario health coalition are constantly lobbying government to increase funding and add protections for workers in this industry, these efforts need help from volunteers such as Union members. The louder the voice for these workers the more likely we can convince governments to change legislation for these workers so we can attain fair contracts and better working conditions.

Bargaining Update (So far...)

Nutra Services, Expired Nov 2022

Employer did not take bargaining seriously, so we filled for conciliation, with the conciliation officer’s assistance we secured a 2 year deal ratified at 100% in favour

Elizabeth Centre, Expired Dec. 2022

1 day of bargaining completed, employer is refusing to schedule more dates (information picket coming soon)

Gateway Casinos, Expired Jan. 2023

Committees reached an agreement, ratified at 97% in favour

Lafarge, Expired Jan. 2023

Committees reached an agreement, ratified at 84% in favour

DSI Underground, Expired March 2023

Committees reached an agreement, ratified at 89% in favour

Finlandia Nursing, Expired March 2023

1 bargaining session completed, 2 more scheduled for end of May

Monarch Recovery, Expired March 2023

Committees reached tentative agreement, ratification meeting scheduled June 1st

St. Joseph and Gabes Villas, Expired March 2023

2 bargaining sessions completed, next session scheduled in September

Walford on the Park, Expiring June 2023

2 bargaining sessions scheduled for mid-June

Hornepayne Power, Expiring September 2023

Bargaining surveys scheduled to be sent shortly

We also have many active committees here at the local Union which is a great to get involved in the Union without taking on a steward or health and safety role.

June 20th is quickly approaching and plans for the 39th annual Workers’ Memorial Day are coming together. The event will take place at the Falconbridge legion, please join us in commemorating all fallen workers who have succumb to workplace injury or illness.

In Solidarity, Eric Boulay—President

From the Health and Welfare Office

Hello Brothers and Sisters,

The office is consistently busy, but with every passing month it seems like things are coming together brick by brick. Still, lots of WSIB work being done, getting injured people back to work and putting out fires when needed.

I wanted to take a moment to talk about our benefit plan; particularly our prescription benefits. First off, I would like to bring some awareness to our exemption plan. If you have a prescription that is not covered by our plan, but you require this specific medication (with physician recommendation), we can complete some paperwork with Med-I-Well, in hopes of getting it covered. Please do not hesitate to reach out to me if this something that you need resolved. Secondly, I would like to talk about dispensing fees with 3-month prescriptions. Since we signed our last contract there has been a limit for dispensing fees for medications that are able to be prescribed 3-months at a time. To make sure you’re always covered, talk to your doctor to ask which of your prescriptions can be dispensed 3-months at a time, and make sure your doctor orders it that way. This will make sure you are covered for all dispensing fees, and also lowers your deductible, since you will be paying \$2 dollars for a 3-month supply. Any question on prescriptions, and dispensing fees, please give me a call.

Finally, I would like to take this opportunity to reiterate that if you are injured at work - no matter how small, please do not hesitate to get in touch with me so that I am both aware of the incident, and that we can work together to figure out your best path moving forward. Another very important thing to remember, you should **always** include your union representative in any injury related conversations with your supervisor - if we are not made aware of the issues, we cannot fix them. Stay safe and look out for one another.

In Solidarity, Andrew Cristo

MESSAGE FROM THE PRESIDENT



TO ALL MEMBERS OF

SUDBURY MINE, MILL & SMELTER WORKERS' UNION, LOCAL 598/UNIFOR

THAT WORK AT

SUDBURY INTEGRATED NICKEL OPERATIONS - GLENCORE

Brothers and Sisters,

2023 is moving along quickly as summer approaches. We have recently been knee deep in many different issues. Our Transition Committee has been spending many hours dealing with the ODP transition. We have dealt with many issues regarding the open posting process, schedules, contracting out, and will continue to ensure our members are heard and move this ship in the right direction. Now that the open posting process is coming to an end and all the dust has settled. The next issue that we will be addressing with the company will be redundant jobs, and embedded contractors. Stay tuned!

Upcoming Union Events:

- 1st Nickel Bonus Bargaining Session – May/June 2023
- Mill Contracting Out Arbitration - Aug 18th, 2023.
- A&D Policy Arbitration – Oct 18th, 2023

“RUMORS ARE LIKE GERMS. THEY SPREAD AND MULTIPLY ALMOST IN A BREATH AND BEFORE YOU KNOW IT, EVERYONE IS CONTAMINATED”

If you hear something or rumors at your site that you need confirmation on that is work related. Do not hesitate to contact me directly if you have any issues, questions, or concerns.

Lastly, I would like to continue to acknowledge and thank all the Leadership that spend and volunteer their time doing a very thankless job. I encourage those that may have interest in a leadership role to contact me. We are looking to fill all vacant roles at every site.

Do not hesitate to contact me directly if you have any issues, questions, or concerns.

Yours in solidarity,

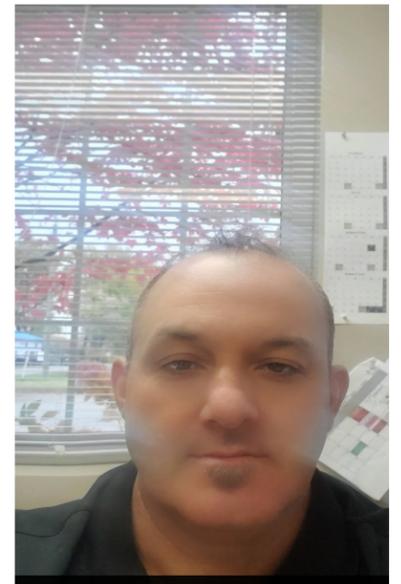
Dale Lafrance

Senior Union Representative/Glencore Unit

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Phone: 705-673-3661 ext. 201

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Spring Fever
Fresh Air & Sunshine

Whether with family or friends

-encourage them to get outside & get active

which will help to sleep better at night

-take walks around block

-go for picnics in park

-get your sport gear ready, pump up football, soccer ball and basket ball

-pump up tires on bikes and get helmets out and grease up you bike gears

-clean out your car/truck inside & out

-pick up yard clippings & garbage blown around by wind

-keep kids away from any running water source as ice & snow start melting

Get Out There & Enjoy Spring Air!!!

Solidarity,

HELEN PILON
Unit Chair/Health & Safety/PSW



Brothers and sisters

Another production season has started for us here at Lafarge in Meldrum Bay. Ships have been loaded and more on the way. After a winter of plant maintenance. Everyone is back to work and some new hires have come on board. I welcome you and hope your new job is fulfilling to you. A few did not return this year, we wish them well on their new endeavors. A reminder to everyone at work stay focused and stay safe. With warm weather approaching, camps and outdoor activities will be starting. So remember safety isn't just at work take it home to your families.

In solidarity

Fred Noland

Unit Chair- Lafarge Meldrum Bay



Mine, Mill 598 members:



If you are newly hired, in the middle of your career or a seasoned employee, you might be wondering how to get involved in the Union. It is never too early or too late.

A great place to start is to attend a membership meeting either in person or on zoom every second Wednesday of the month. Here, we discuss the latest issues of our workplaces and sometimes bring up 'motion' to ask the membership their vote to make changes or grant donations.



There are plenty of opportunities to learn about your collective agreement and health and safety. In the next two months, we are running local courses at the Mine Mill 598 Recreation Hall, about Health and Safety, Ergonomics, Grievance Handling, Human Rights and Certification for Health and Safety members. If you want, you can apply to go to Port Elgin where there is the UNIFOR Education Centre along the beautiful shores of Lake Huron. There are a list of courses offered throughout the year on this website <https://www.unifor.org/resources/our-resources/springsummer-2023-pel-schedule>

Step up as a Steward or Health & Safety representative in your workplace to assist your co-workers. If you like, you can demonstrate at picket lines, sign petitions, campaign with Local MPs, or attend rallies for healthcare. Last month, we had union members participate in Worker's Memorial Day to remember workers who were injured or succumbed to their injury as a fatality in the workplaces. Lobbying for stronger legislation in Health and Safety makes a better workplace for everyone. Supporting causes in the community by participating in events, draws attention to the issues that face marginalized people with disabilities, LGBTQ members, mental health issues or addictions. It could possibly create solutions for homelessness, discrimination, and human rights issues.

As union members, we can volunteer with committees. You can become involved with the Recreation committee by planning events during Labour Day, Christmas or just a fishing derby on Richard Lake. The Environmental committee is going to be planting a memorial garden at the Hall and planting 1500 trees, donated through a government grant, on the property. The LGBTQ committee is planning on attending Pride in the Park in Sudbury this summer as well. The Bylaw committee has revised the local Bylaws recently and will be voted on at the next membership meeting. The Property in Trust committee members have been excited to replace the burnt log cabin with two new log cabins at the entrance of the campground. They also bought new signs for the campground and have plans to renovate the Recreation Hall in the future. Other committees you can get involved in are the Women's committee, the BIWOC committee (Black, Indigenous workers of Color), the Community Action committee, the Swag committee, and the Workers' Memorial Day committee.

There are so many things you can do to be involved. We would love to hear your suggestions as well. Remember to make your workplaces better for the future generations.

Thank you to all of the members who have already stepped up.

In Solidarity,

Lisa Schroer

Sergeant in Arms



UNIFOR
theUnion | lesyndicat



Pride activist training Report

Sunday April 23

We arrived and began course at 7. We introduced each other being paired up with class mate. We later talked about pronouns. This was very important and eye opening discussion. We were next paired off to groups of 3 or 4. We could choose from one of two challenges, one being to win an issue or run for a position within union. We worked on this project throughout week and presented on Thursday.

Monday April 24

This day was dealt with wealth inequality. Group exercise to show distribution of wealth. Began work with the constitution and where equity principles could be found, Good discussion on how oppression works on various levels. Discussions on gender umbrella and correct terms, we were introduced to the gender unicorn poster which can also be found online, intersex and conversion therapy were also discussed. The union LGBTQ timeline was presented and discussed. We had movie night to show how to work together differences, movie was PRIDE.

Tuesday April 25

Good discussion on dealing with differences and how to work together across differences. Big discussion on what an ally is. Important take away, ally is a verb not an adjective or noun. Democracy was brought up and how union operates. The structure of local unions, regional, and national level was presented in detail. Aspects of collective agreement and bargaining were presented. Detailed presentation on public speaking and how to communicate. There was a workshop where we had to do public speaking in front of class. Discussion on how to get things done including strategies and tactics.

Wednesday April 26

Basic principles about human rights was presented, what should happen at meetings. And points of strategies at union meetings. Activity on presenting a motion at a union meeting. Another activity on going back into the closet when moving into long term care. Activity on doing an audit local union. Time at end of day to work on presentations for Thursday.

Thursday April 27

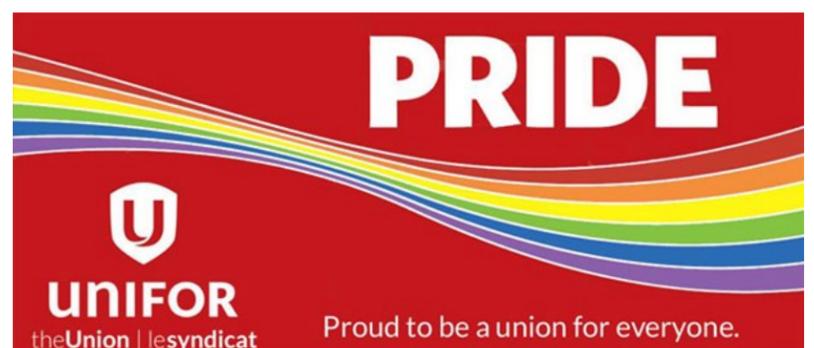
First thing we gave our presentations. many good ideas were brought up during presentations, this was an amazing experience and brought lots of growth for participants, later we had presentation from national executive. We also watched short film from youtube on Emily Quin.

Friday April 28

Emotional closing activities and presentation of certificates.

Conclusion

This was an amazing and worthwhile experience. This course highly recommended for anyone who wants to do LGBTQ activism. Note you must be a member of the community to participate.





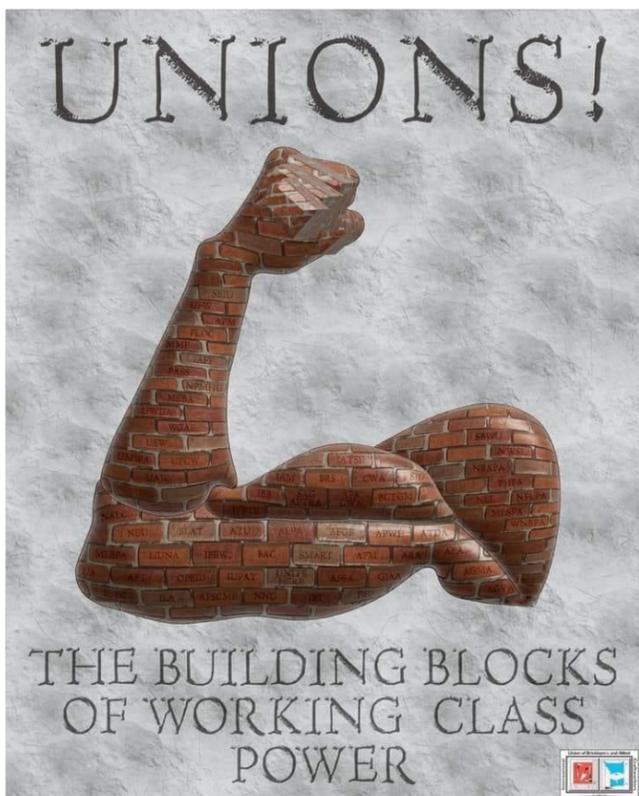
A day of mourning started in Sudbury 39 years ago on April 28, to recognize those who have died of job-related accidents or disease.

In 1994 the Canadian Labour Congress made it a [National Day of Mourning](#).

The workers' Compensation Act was made law on April 28, 1914. Thus unions, advocates, and workers mark this day to gather in memory of those who lost their lives on the job or because of work-related illness



Left: Eric Boulay Local 598 President and Nick Laroche Local 6500 President at the Day of Mourning 2023



Mario Santos, the Unifor National Mining Director, participated in the 2023 Mining Health and Safety Conference hosted by Workplace Safety North from April 18-20, 2023 in Sudbury. They were celebrating 25 years of the 'Evolution of mining safety'. Afterward, an underground tour was organized of Nickel Rim South and of the SINO Smelter.



CITIZEN-RUN REFERENDUM VOTE

Stop the **privatization**
of our public hospitals
to for-profit hospitals & clinics

Please make your opinion heard! This is a citizen-run referendum on the Ontario government's plan to privatize our core public hospital services to for-profit hospitals and for-profit clinics.

Our communities have spent a hundred years fundraising & volunteering to support our local public hospitals & build services closer to home. On January 16, Premier Doug Ford announced plans to take thousands of surgeries & diagnostic tests out of our local public hospitals and privatize them to for-profit hospitals & clinics. At any time, this would be devastating to our community hospitals. Currently, with our hospitals desperately short-staffed, this will take vital nurses, health professionals, doctors, and the funding for them away from our public hospitals and transfer them to for-profit clinics and hospitals, leaving our community hospitals with fewer staff, fewer services and fewer resources. Without question, this is the privatization of the core services of our local public hospitals.

There is another option. Virtually every community hospital in Ontario has operating rooms that are closed down in evenings, on weekends, for weeks or months each year or even permanently. We have the operating rooms. Our public hospitals simply do not have the funding and support to staff them. Ontario is dead last in Canada in funding our public hospitals. We have the lowest funding of any province in the country and the fewest nurses per patient anywhere in Canada. Even if our government funded our hospitals to the average of the rest of Canada, we would clear the backlogs and wait lists for surgeries and diagnostic tests in our local public hospitals.

We are organizing a citizen-led community opinion vote, like a public referendum at the end of May. We are asking Ontarians to vote whether or not they want our local public hospitals' services to be privatized to for-profit hospitals and clinics. The referendum will be held in community voting stations, at tables staffed by volunteers outside -- or if appropriate inside -- local businesses, coffee shops, busy stores, service clubs, places of worship, legions and as many places as possible, measuring public opinion on the plan to cut and privatize our local public hospitals' services.

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RETIREE'S CHAPTER



Mine, Mill pensioners at the Windsor Salt picket line offering a donation from Mine, Mill and Smelter workers Local 598 to the striking workers.

Nearly 250 unionized workers have been off the job since February 17 to back contract demands. They're represented by Locals 1959 and 240 of UNIFOR. According to the union, contracting out unionized positions and job security are the major issues.

This round of bargaining is the first since Windsor Salt was purchased by U.S. based Stone Canyon Industries.

Those workers impacted by the strike are in the office, the Ojibway Mine and the evaporation processing fields.



ACTIVISM





Pensioners and workers are demonstrating at a Healthcare Rally in Sudbury. An information session was held in front of the Elizabeth Center because their contract expired in December 2022. We are hoping for the company to get back to bargaining.



Rally was held on February 23, 2023 at the corner of HSN in support of ONA. Like all organizations that are healthcare related, short staffing equates to less care. People are leaving the field due to high levels of stress and burn-out. Big thank you to our Mine Mill 598/Unifor retirees who were able to make it to the line.



“Don't mourn my death, fight for the living.” This is the challenge that Bud Jimmerfield passed on to all Unifor brothers and sisters prior to his death.

Brother Jimmerfield was a tireless health and safety, environment and workers' compensation activist, not just in his workplace but at other workplaces and in communities nationwide. Bud worked as a machinist for 31 years, exposed every working day to cancer-causing metalworking fluids at an auto parts plant in Amherstburg, Ontario. Bud was diagnosed with esophageal cancer in 1996 and died just 18 months later at age 49, leaving behind his eight children and wife Diane.

Before he died, Bud charged union activists with an important responsibility to “do your best to try to prevent future occupational diseases, death and injuries from occurring.”

Over the years, Unifor members have addressed and challenged corporate trends and policies that increase safety risks, the fallout of Workers Compensation Board cost-cutting measures, and the health repercussions of climate change. It is in recognition of this work that we proudly ask for nominations for the 2023 Bud Jimmerfield Award, which Unifor presents to an outstanding union member to recognize their effort to continue Bud's legacy.

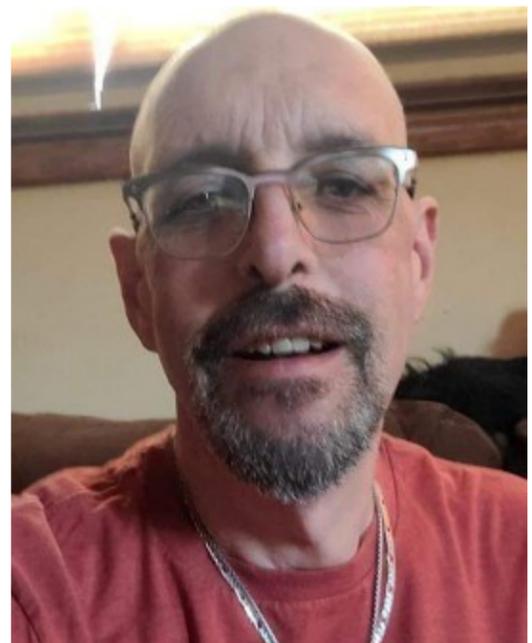
The award nominee must demonstrate strong leadership, community activism and a proven commitment to the prevention of occupational diseases, deaths, and injuries, be a current Unifor member, and be nominated by their Local union leadership.

[Download the nomination form today](#) and be sure to submit nominations no later than June 9, 2023 to the Unifor Health & Safety, Environment Department at healthandsafety@unifor.org.

Award recipient will be contacted by the National Union and the award will be presented at Canadian Council in Halifax, August 17-18, 2023.

MARCEL CHARRON'S CELEBRATION OF LIFE AND BURIAL

The celebration of life for Marcel will be on June 3rd, 2023. It will be happening at the Legion in Minnow Lake on Weller Street, Sudbury, after the burial until 6 pm. The burial will take place at 1 pm at the Civic Cemetery on Second Ave, Minnow Lake in Sudbury. If you have any questions, you can contact his wife Catherine at 705-919-6103.





Sunday July 9, 2023



\$49.99

Includes Parking, Admission, Rides & Courtyard Buffet.

\$19.99

for Courtyard Buffet only. Park Admission required to gain entry.

FREE

for kids under age 2.

9:00 a.m.-10:00 a.m. Unifor hour with early access to some rides!

Wear Unifor swag or red for a chance to win prizes!

canadaswonderland.com/uniforday

June

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------------------|----------------------------|---------------------------------|---|--------------------------------|-----------------------------------|----------|
| | | | | 1 | 2 Chief Stewards 9:00am | 3 |
| 4 | 5 Unit Chairs 9:00am | 6 | 7 | 8 | 9 Glencore Co-Chairs 9:00am | 10 |
| 11 | 12 | 13 | 14 Executive Board Meeting 9:00am Membership Meeting 7:30 | 15 Chief Stewards 9:00am | 16 | 17 |
| 18 Father's Day | 19 | 20 Workers' Memorial Day | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 Retiree's Monthly Meeting | 28 | 29 | 30 598 News Deadline | |



July

| SUNDAY | MONDAY | TUESDAY | WEDNES- | THURS- | FRIDAY | SATURDAY |
|--------|--------|---------|---------|--------------------------------|------------------------------------|-----------------|
| | | | | | | 1 CANADA DAY |
| 2 | 3 | 4 | 5 | 6 Chief Stewards 9:00am | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 Glencore Co-Chairs 9:00am | 15 |
| 16 | 17 | 18 | 19 | 20 Chief Stewards 9:00am | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |





Above: New sign advertising our Mine Mill Local 598 Campground

Below: New cabins at the entrance to Mine Mill 598 campground replacing the burnt cabin. One cabin is used for administrative staff for bookings and the other is a lunchroom with restroom facilities.



| 2023 CAMPGROUND RATES & FEES | | |
|---------------------------------|------------|---------|
| Deposit | | 250\$ |
| Key Cards | | 20\$ |
| Emergency Pump Out | | 50\$ |
| Pump out (by appointment) | | 20\$ |
| Visitors (12 & up) | | 5\$ |
| Overnight Visitor | | 10\$ |
| Additional Fridge | | 110\$ |
| Air Conditioning | | 165\$ |
| CAMPING | | |
| | Non-Member | Member |
| RV Seasonal | 2,100\$ | 1,900\$ |
| RV Monthly | 660\$ | 590\$ |
| RV Weekly | 270\$ | 245\$ |
| RV Daily | 50\$ | 45\$ |
| TENTING Daily (no electricity) | 30\$ | 25\$ |
| TENTING Weekly (no electricity) | 180\$ | 160\$ |
| STORAGE OFF-SEASON | | |
| | Non-Member | Member |
| Trailer | 250\$ | 225\$ |
| Boats, etc. | | 150\$ |



Our women's committee participated in a Porketta bingo that was hosted by OSSTF and all proceeds went to the Sudbury Women's Centre.

**The
MacInnis Sisters
Fight Cancer-
Porketta Bingo
Fundraiser**

For Anne Marie MacInnis and Janet
MacInnis-Strum
2pm on May 6th at
Ferrigan's Pub

Anne Marie MacInnis (a former President at Local 598) and her sister Janet MacInnis-Strum were recently diagnosed with aggressive cancers a day apart and are currently fighting this shocking diagnoses together. A porketta bingo fundraiser happened in Garson at Ferrigan's Pub on May 6. There was a fantastic turnout. The money raised, assisted the women with bills, living expenses, and travel expenses for any treatments they require, since either of them are unable to work right now. As a gesture of kindness, the Mine Mill 598 UNIFOR members donated \$500 to each sister by purchasing tickets to the fundraiser.