



598 local news



MINE MILL NEWS

January 2023

LOCAL UNION TRAINING

AT THE RICK BRIGGS RECREATION HALL

Mine Mill Local 598/Unifor held 3-day training courses for Grievance Handling and Health & Safety in January. We trained over 30 of our leadership representatives.

GRIEVANCE HANDLING (January 17th, 18th, 19th)

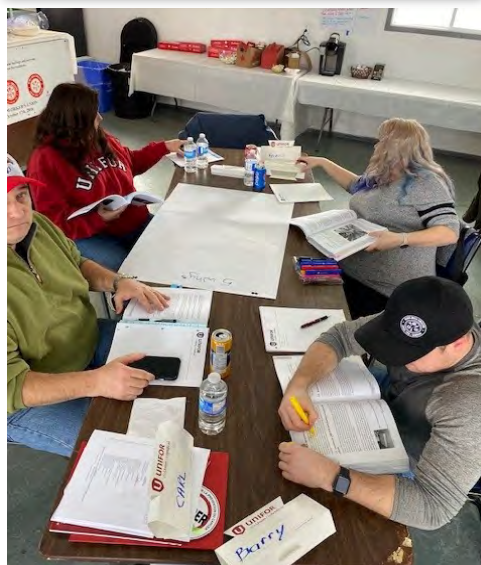


HEALTH & SAFETY (January 24th, 25th, 26th)



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We have had many members recently sign up for Leadership positions. Training is crucial so these new leaders have the information and tools necessary to help protect your rights in the workplace.

Any member in good standing can take training. Talk to the site leadership at your workplace for more details.

MINE MILL LOCAL 598/UNIFOR presents donation cheques to the CTV LION'S CHILDRENS TELETHON

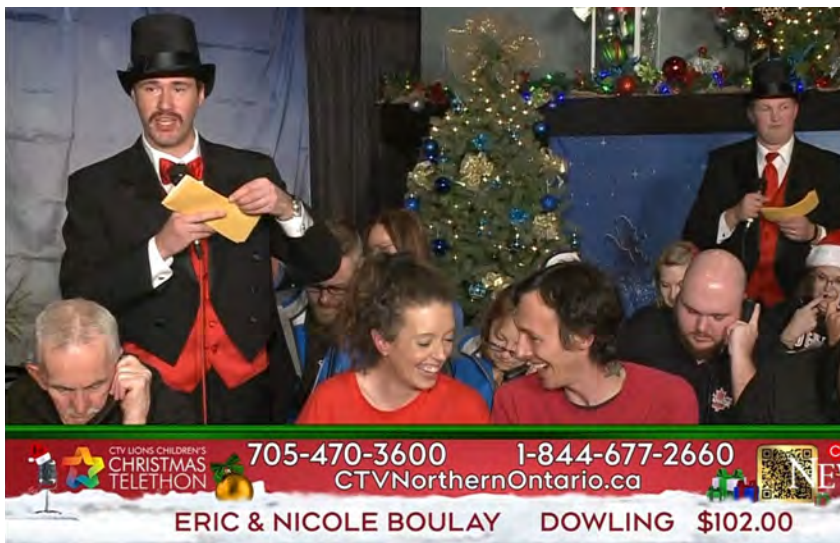
on
December 3, 2022



Pictured above: (l-r) Andrew Cristo, Cheri Deguire, Melissa Wood, Lisa Schroer, Frank Marcil, Eric Boulay



Pictured above: (l-r) Ron Michaud and George Markic



Pictured above (answering phones at the Telethon) (l-r) are Bill Moore, Brian McDonald, Amanda McGaughey & Shawn Mathe

MINE MILL LOCAL 598/UNIFOR DONATES \$6,000 TO THE SUDBURY FOOD BANK



MINE MILL LOCAL 598/UNIFOR RETIREE'S CHRISTMAS LUNCHEON AT THE CARUSO CLUB



GREAT FOOD & GREAT TURN OUT AT THE ANNUAL RETIREE'S CHRISTMAS LUNCHEON



Pictured above: (l-r) Past President, Richard Paquin, current President, Eric Boulay, past President, Rick Grylls



Pictured above: Ron Michaud hosting the Retiree's Luncheon



STEWARDS and HEALTH & SAFETY REPS DECEMBER QUARTERLY



MINE MILL LOCAL 598/UNIFOR CHRISTMAS PARTY *for the Children*



MINE MILL LOCAL 598/UNIFOR CHRISTMAS GALA—2022



A MESSAGE FROM THE PRESIDENT



Greetings Sisters, Brothers & Siblings,

In the past few months I have noticed 2 trends that are not new but are some of the biggest hurdles we need to overcome as a Union.

First, grievances and the process that follows is the most important tool in our arsenal and the ONLY way to resolve issues when an employer is not willing to talk or believes they are not violating your rights. I hear it much too often, "the Union should be dealing with this issue". Who is this "the Union"? Is it one person? Is it the small group of people who stepped up and volunteered for leadership positions? It is not, you the member are "The Union" and you must stand all together when your rights are violated. Filing a grievance is the manner in which you stand up for your rights. You are not doing anything wrong or hurting feelings by filing a grievance, you are simply stating that you do not agree with the situation. Would you not report a car accident because you fear the other driver will retaliate against you? Would you not talk to your child's sport coach about an issue in fear of "having a target on your back"? You would do those things because you know

you are doing nothing wrong, life is full of conflicts and most can be resolved, but if no one can stand up to say this is wrong and needs to be corrected we will never advance as a Union. I have gone into many meetings with employers ready to tear them a new one based on what members have told me and too many times the employer says "this is the first we hear of it" or "no Union members have complained about this" which in most cases destroys any arguments I could have made as a Union rep on the issue. It is absolutely crucial that you file a grievance as member when necessary, your leadership will have a much higher chance of resolving issues when they can say to the employer that we have an issue and all the members that are affected have filed grievances on the matter. If you fear reprisal because you wish to file a grievance, we need to change that together today. Speak with your workplace leadership and other Union members, attend membership meetings, get involved and together we can push for positive changes in your workplaces.

Grievance (noun)

griev·ance `grē-vəns

- 1: *a cause of distress (as an unsatisfactory working condition or unfair labour practice) felt to afford a reason for complaint or dispute*
especially : a violation of a collective bargaining agreement usually by the employer
- 2: *the formal expression of a grievance brought especially by an employee as the initial step toward resolution through a grievance procedure*

The second trend I noticed is members attending meetings or speaking with management without Union representation. **NEVER MEET WITH MANAGEMENT OR SUPERVISORS ALONE.** Always request a Union representative when meeting with the employer, they cannot unreasonably deny you representation. Union reps will do 2 things, they will make sure the employer is not asking you questions or making comments they should not be and act as witness to everything that was said preventing the employer from stating you said or did something that you in fact did not say or do.

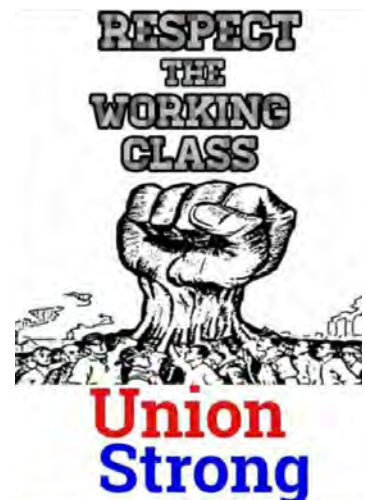
If you don't know, ASK!

In closing—be kind to yourself and each other.

In Solidarity,

Eric Boulay

Eric Boulay, President
Phone: 705-673-3661 Ext 203
Email: eric.boulay@minemill598.com





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Sisters and Brothers,

Well...I hope you all had a great ending to 2022.

We are about to enter 2023 and we are hoping for nothing but good things to come our way. The first thing I want to remind our Retirees that we have a monthly Membership meeting on the last Tuesday of each month except for July, August and December. All meetings start at 10:00a.m. at the Craftshop which has been renamed the Rick Briggs Recreation Centre. Please come and see the members you use to work with.

Our National President, Lana Payne will be joining us for our Workers' Day Memorial Celebration this year.

Our Christmas Lunch for 2023 has been set. It will be held on December 6th 2023 at the Caruso Club.

MEDICATION AWARENESS PROGRAM (MAP)

We offer this program to all our Retirees, Spouses, Widows, Widowers.

Presentations have the expertise of a Pharmacist and a Kinesiologist. They speak on "nutrition" and the wise use of Medication. When we are in your area, you will receive a letter inviting you to the program letting you know where it is being presented and a lunch will be provided. Please try to attend.

In closing, I encourage all Retiree's to please attend our Monthly Membership Meeting. We would love to see you.

Thank You

In Solidarity,
Ron Michaud
Chairman for the Retiree's Chapter



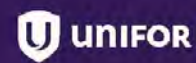
Front Row (L-R): Gary Lamarche, Cathy Mikkelsen, Maurice Brisebois, Ron Michaud, Aurel Lefebvre
Back Row (L-R): Brian McDonald, George Markic, Richard Paquin, Len Hamilton, William Moore, Brian McDonald, Ben Robinson

\$39k IS NOT ENOUGH



UNIFOR
SUPPORTS CUPE
EDUCATION WORKERS

\$39K
IS NOT
ENOUGH



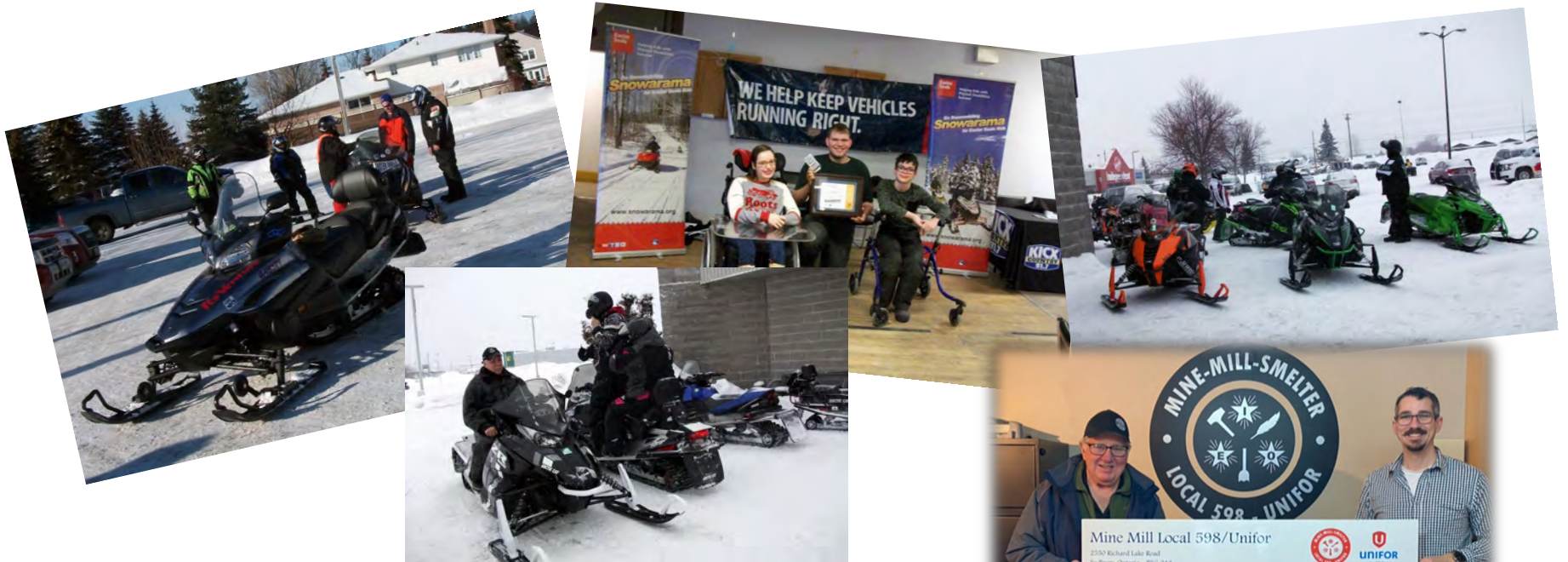
Mine Mill Local 598/Unifor supported Local Education Workers when the Ford government was threatening to take their collective bargaining rights away. An attack on one worker is an attack on all. Unifor, along with other larger unions told Doug Ford if they went through with Bill 28, we would call a general strike. Bill 28 was deemed never to exist 3 days later.

Sudbury Snowarama

Saturday, February 4, 2023 at 9 a.m.



Join us for the Walden Sno Runners Snowarama for Easter Seals Kids Snowmobile Ride.



Sudbury Mine Mill & Smelter Workers' Union, Local 598/Unifor has been sponsoring Snowarama for Easter Seals Kids for 50 years and our own, Ben Robinson, has been there for everyone single one since 1973.



Pictured above: President Eric Boulay presenting Ben Robinson with a donation cheque for Snowarama

The event this year takes place on February 4th, 2023 and everyone is welcome to join in the fun.

This year, all Snowaramas are working together toward a combined goal of raising \$150,000.

Every child has the potential to grow into the best version of themselves; however, every child also needs the right environment, opportunities, and support system to do so. The funds raised at the Sudbury Snowarama will help provide children and youth with physical disabilities the tools they need to discover their full potential and grow into empowered adults.

Your support will have a significant impact on the lives of kids with physical disabilities and their families.

Our thanks to you!

As a thank you for supporting kids with physical disabilities, anyone who raises a minimum of \$100 will receive a toque and glove set courtesy of Fast Eddie Speedwear!



Register today and start fundraising! <https://snowarama.org>

If you're a past Snowarama participant, you can sign up under your usual location. If you're a new rider, you can sign up under your location of choice.

Celebrating 100 Years

Easter Seals Ontario is proud to be celebrating 100 years of changing the world for kids with physical disabilities. Easter Seals was built with grassroots support from communities across Ontario. Everything we have accomplished has been the result of the remarkable dedication, committed service, and extraordinary generosity of our donors, sponsors, volunteers from great events like Snowarama for Easter Seals Kids.

Unable to Attend in-Person? Join the Fun Online!

Take part online by watching and commenting on the rides posted by other participants. You will still be eligible for all incentives in your community as long as you register and meet the minimum fundraising requirements.

For more information, please contact Carmen Bazinet at 705-562-2276 or cbazinet@easterseals.org.



Brothers and Sisters,
The office is always 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 fire when need be.

Today, I write to you mainly to bring awareness of my role and how my office can help you. There is a lot to learn when it comes to

navigating short- and long-term disability, WSIB, health benefits and pension that you do not need to handle on your own. Please know that I am here to help you through the chaos, and I strongly encourage all of our Glencore members to reach out when working through any of the above. Please do not hesitate to get a hold of me whether it be by calling, texting, emailing, sending me a Facebook message, or coming to see me at the Hall. I am 100% here to help you, the Glencore Membership. Even if you are not sure where to start, we can work together and discuss your options. You do not have to face these processes alone.

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
Health & Welfare Officer
andrew.cristo@minemill598.com
Phone: 705-673-3661 Ext. 204

Brothers and Sisters,

2023 is here so quickly with many outstanding issues to be resolved at all sites. It's not a surprise to anyone, but the biggest ongoing issue we are currently dealing with is contractors doing our work.

The Union has worked hard in 2022 to resolve and get as many grievances that can't be resolved to Arbitration or Med Arb as quickly as possible. Our hired Legal representation has been a great asset to have working alongside, and a wonderful tool for the Union when dealing with the more complex issues.

We have 8 Arbitration dates in the que in the early in 2023, and the Nickel Bonus Arbitration later in the year as well.

The Union and the Company have had several meetings to try and finalize all the details of the upcoming ODP Transition and Open Posting Process. We will continue to work at details in regard to the Open postings, and what that means for our members. Once we have all the details, we would like to share with our members to ensure there is no confusion on this process.

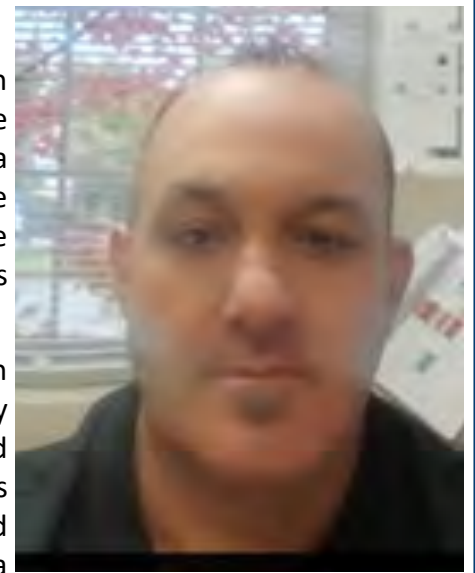
Please attend the Feb 1st Glencore Membership meeting for more details and discussions on the Transition to ODP

Lastly, I would like 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
dale.lafrance@minemill598.com
Phone: 705-673-3661 ext. 201
Cell: 705-919-9883



Brothers & Sisters,

We are still making resin and still working hard to make the plant a success. Yes, it is hard to believe after 3 years, we are still going when we thought we wouldn't make it.

We have integrated more with Sandvik and they talk positive about the future. It has been a positive experience as they are very safety oriented. They also seem to like their workers.

We are heading into bargaining this year before April and it should be very interesting as we have 12 members and a lot more staff than workers. It is like the little person going against the giant.

We all remember the pandemic and how much that affected our members and the cost of living has increased. It has become much more difficult for our members to make ends meet.

We also have to remind ourselves how some companies got help from the government during difficult times. I suspect most members will be asking for the moon to help them get through the next few years. We are going to ask for as much as we can. It will be difficult but if the members stand behind their bargaining committee, that will help a lot. The committee will take its time as there is no rush. All we want is the best deal we can get for the members.

We are all hoping for a bright future with DSI as we are starting to get along better.

In Solidarity,
Steve Sissons
DSI—Unit Chair

MINE MILL SUPPORTS RED DRESS DAY—MAY 5th

in support of
MMIWG

Missing and Murdered Indigenous Women & Girls

Aanii and Boozhoo, “Hello and Greetings” Sisters and Brothers,

I am so pleased to be an Honorary member and now Chair of the BIWOC, Black and Indigenous Workers of Colour Committee for Mine Mill Local 598/Unifor.

As of today (and for a while), this committee has had 2 members and would love to see more diversity! This committee stands for ethical equality throughout all work environments and spaces. **Equality** no matter your ethnicity and cultural beliefs. If you are the type of the person who strives for equal rights for Indigenous and workers of Colour, you have come across the right article and committee chair person. Information is at your fingertips. If you would like more information about this committee or within Unifor, you can contact myself, Jennifer Davidson at jenniferdavidson1203@gmail.com, visit the Local 598/Unifor website at www.minemill598.com or the Unifor National website at www.unifor.org



Ok, enough recruiting! Joking! I will be hosting a workshop very soon. May 5th is MMIWG, National Day of Awareness for Missing and Murdered Indigenous Woman and Girls. I will be hosting a beading workshop for beginners and skilled beaders alike to make Red Dress earrings. Supplies will be provided. Keep an eye out for the poster.

Indigenous groups from across the country are encouraged to gather for Red Dress Day to remember the loved ones they lost and hang red dresses, a symbol of the violent epidemic Indigenous women face everyday. Red Dresses are hung in First Nation communities to grieve for the thousands of women and girls who have become or survived this horrendous epidemic.

Another hope is to join or hold our own rally to support this day of awareness. If you or someone you know, happens to have a red dress that is no longer being worn, I encourage you to drop it off at the Union Hall or contact myself for pickup. You can also hang a red dress at your home to show your support.

I look forward to what this year has in store for this committee and hope that you can join a workshop, the committee and support!

Miigwech, Bamaapi Miinwaa Kiiwaabaamm!
“Thank you, See you later!”

In Family and Solidarity,
Jennifer Davidson
Honorary Member and BIWOC Chair Committee Member

Workers with Disabilities and Human Rights Committees

Although there were no interested members in joining the Workers’ with Disabilities and Human Rights Committees, I am available to answer workplace related questions / concerns via email / text.

The ideal would be for more interest in these committees to have meetings, open forums on issues in the workplaces.

If anyone is interested in joining, please contact myself or the Local Union President, Eric Boulay.

In Solidarity,
Joanne Lizotte
Cell: (249)360-6402



WOMEN’S COMMITTEE

We would like to start off by thanking the committee. We have a full team of Lisa Schroer, Joanne Lizotte, Melissa Wood and Cheri Deguire. In December, we were able to participate in “pack a bag” campaign with the Sudbury District Labour Council.

We delivered the bags to Elizabeth Fry and John Howard Society. As well, we presented a \$2,500 cheque to the YWCA on behalf of Unifor National Social Justice Fund.

We have 10 tickets (\$25 each) that have been purchased for Porketta bingo a fundraiser for the Sudbury women’s centre.

Anyone wanting to go, please call 705-673-3661 and register with Natalie if you are interested.

Some other ideas we are tossing around is an art night, movie, spa, bowling, sporting event, camping etc.

If you have any ideas and want to participate on this committee, please contact any member of the committee.

In sisterhood and solidarity,

Lisa Schroer, Melissa Wood, Cheri Deguire, Joanne Lizotte





OSSTF/FEESO
PRESENTS

AT THE BEEF ‘N BIRD

PORKETTA

BINGO

FRIDAY, FEBRUARY 10 @ 6 PM

ALL PROCEEDS TO SUPPORT THE **WOMEN'S CENTRE**

For tickets—Contact Natalie at 705-673-3661 or n.stewart@minemill598.com

Dear Brothers, Sisters and Siblings,

Here we are, another year upon us. 2022 has been a difficult year. We have managed to survive another year with many struggles, short staffing and several scheduling issues.

Moving forward, we will be pushing to bring Healthcare to the forefront. We will be working together with other healthcare unions. Watch for workplace actions, along with political actions to show the Doug Ford government that we are no longer going to tolerate being disrespected. We need to be recognized for all the hard work and dedication shown by all of you.

On February 16th, 2023, please make sure to attend the Healthcare Conference call at 7:30pm. Watch for the poster and please try to attend. We would like to discuss bargaining issues as most of our Healthcare units are going back to the table. We need to ensure that we strengthen our language and address the concerns of our members.

Our Collective Agreement expires on March 31, 2023. We will be putting out surveys for bargaining at the end of January. Please ensure to file them out and return them to either Laura Varey or myself.

Thank you all for your dedication, countless hours on the frontline and the respect you have shown each other and our residents.

In Solidarity,
Cheri Deguire
Unit Chair—St. Joseph’s Villa



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2SLGBTQIA+



We have approximately 10 tickets for February 10, 2023 for the Courage Across Canada Tour Drag Show at Zig’s Bar. If you would like to attend, please contact Natalie at the Union Office at 705-673-3661.

The Organizers of “International Day of Pink” have one purpose, to create a more inclusive and diverse world. We do this by encouraging young people to challenge social norms, ask more of their educators, and stand up against bullying towards their 2SLGBTQIA+ peers. Over the years we have worked with countless educators, politicians and organizations around Canada to spread this message and create young activists for this mission.”

If you have any ideas or suggestions please bring them forward. If you would like to be on committee just call the hall we have space for two more committee members.

Your pride team,

Kendall Cochrane
and Melissa Wood





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Brothers and Sisters:

I hope everyone had a great Christmas with family and friends and is starting the New Year off right. It has been a pleasure serving you as a Sergeant-at-Arms this past year and hope you continue to trust in me, throughout the coming year, for your Union representation at the executive board level.

Lately there has been a number of new employees hired at our workplaces and many have been learning new jobs. As an education committee member, I encourage workers to not only learn skills of their trade but learn about unionized workplaces as well.

What does our labour union do for us?

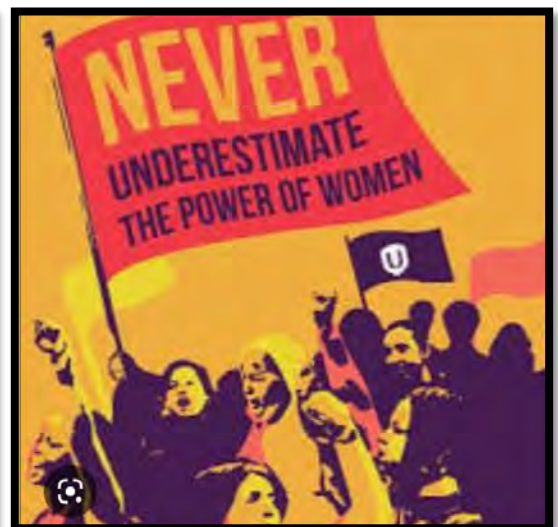
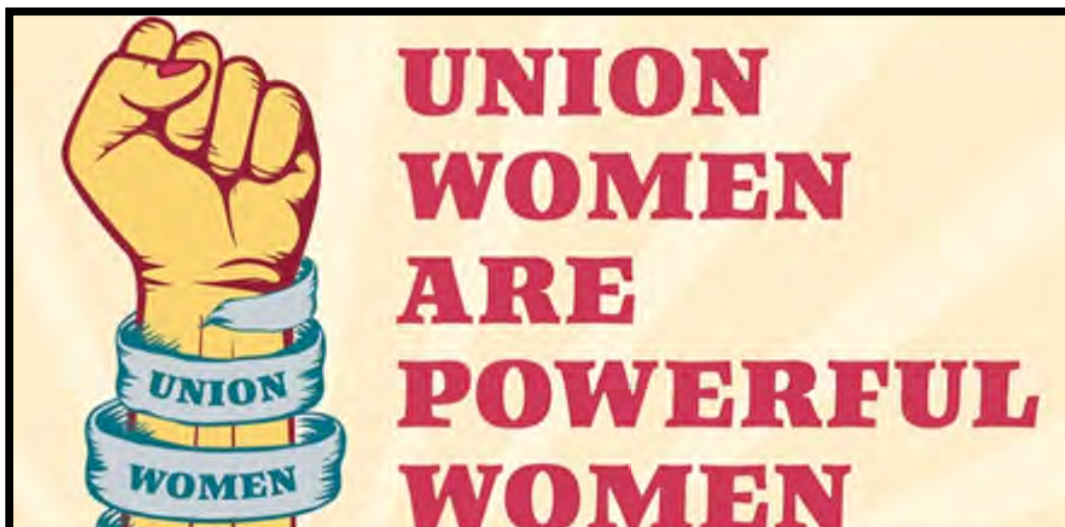
A labour union is defined as a group of employees who join together to advance common interests such as wages, benefits, schedules and other employment terms and conditions. Unions fight for human rights and better job safety protections. They provide security in exercising worker's rights in the workplace. The better we understand the language in our collective agreements, the better we are at resolving issues arising in the workplace and getting equitable treatment.

Language around contracting out our core work, seniority rights, job postings and bumping rights are described in our collective agreement. Pregnancy/parental leave, disability management, benefits during sickness/accident and time for bereavement are all bargained so that workers don't need to worry in hard times. Many people like to spend time with their family on vacation or like to plan their schedules with their partners/kids in advance. Vacation allotment, time off, changes in shift schedules and hours of work, are all a result of the union bargaining with the company over many years. Although many of these parameters are determined by the government, our union members are often involved in social activism. We rally around other unions, demonstrate our support at picket lines, canvas for political action, and reach out to our local MPs/MPPs to enrich worker rights at the provincial and federal level. Mine Mill Local 598 is involved in donating to many charitable organizations throughout the year. Our members are particularly good at helping each other in difficult situations through gate collections as well.

Remember to continue to learn and become involved (even just a little bit). This January, we hope to educate more members on grievance handling and health & safety. More courses will be given throughout the year. Members are encouraged to attend meetings online (zoom) or in person to see what is happening at other sites, talk about issues or just listen to what is 'the latest' at our workplaces. We will be having separate meetings for Glencore workers and Healthcare workers throughout the year also to be more job specific. Check your bulletin boards for more information.

I would like to wish all of our members a safe, prosperous and happy New Year 2023.

In Solidarity,
Lisa Schroer
Sergeant-at-Arms





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Brothers & Sisters,

A new year has begun and as Gateway Employees have had to adjust to a changing atmosphere.

As you all know, our Collective Bargaining Agreement is expiring and we are preparing to negotiate a renewal. Your input is extremely important as we will negotiate what matters to you!

The Bargaining Committee as created a Survey to help us understand what is important to all of us.

I am eager to see where the Gaming Industry is heading and what all of us can do to make our employment more enjoyable.

In Solidarity,
Frank Marcil
Gateway Sudbury—Unit Chair



Dear Brothers & Sisters,

I hope everyone had a safe and happy holiday season. Bargaining season is upon us. Our contract is set to expire on March 31st, 2023. I will be providing all employees with a survey to fill out prior to bargaining the new collective agreement. Please hand them in to one of the Union reps in a timely fashion.

Our February healthcare meeting will solely focus on bargaining and it will be extremely important for everyone to attend for input in negotiations. Look for the posters and information to follow. It is you, the worker, that makes up the union. I, represent you.

Please let me know if there is anything I or our team can do to help out. Never be afraid to reach out!!!

In Solidarity,
Shawn Mathe
Finlandia Nursing Home—Unit Chair



Dear Brothers & Sisters,

As we begin the New Year 2023, we (the Union) will be overwhelmed, occupied with our new collective bargaining of our collective agreement that expires on December 31, 2022.

If you have anything that you would like to address or change in the collective agreement, please feel free to contact your Unit Chair, Helen Pilon at 705-562-3870 or by email at helenpilon@hotmail.com.

Let's all work together, communicate with each other and make our workplace a friendly, respectful atmosphere.

In Solidarity,
Helen Pilon
Elizabeth Centre—Unit Chair



PREFERRED PRICING
for all
Mine Mill Local 598/Unifor
Members/Retirees



As a member of Mine Mill Local 598/Unifor
You are eligible for

PREFERRED CUSTOMER PRICING

at

Doyle Dodge Chrysler Jeep Ram

when you purchase or lease select, new 2022 or 2023
model year Chrysler, Jeep, Dodge or Ram

GREAT SAVINGS!!!

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- two complimentary oil changes with every purchase
- 3 years of complimentary Tire Guard Warranty
- free trade in appraisals and top dollar values
- full tank of gas in every vehicle purchased
- discounted MOPAR OEM accessories/tire packages
- up to \$500 discount on eligible warranty/insurance

CONTACT:

Dave Mitchell at 705-618-3621

Sales Professional

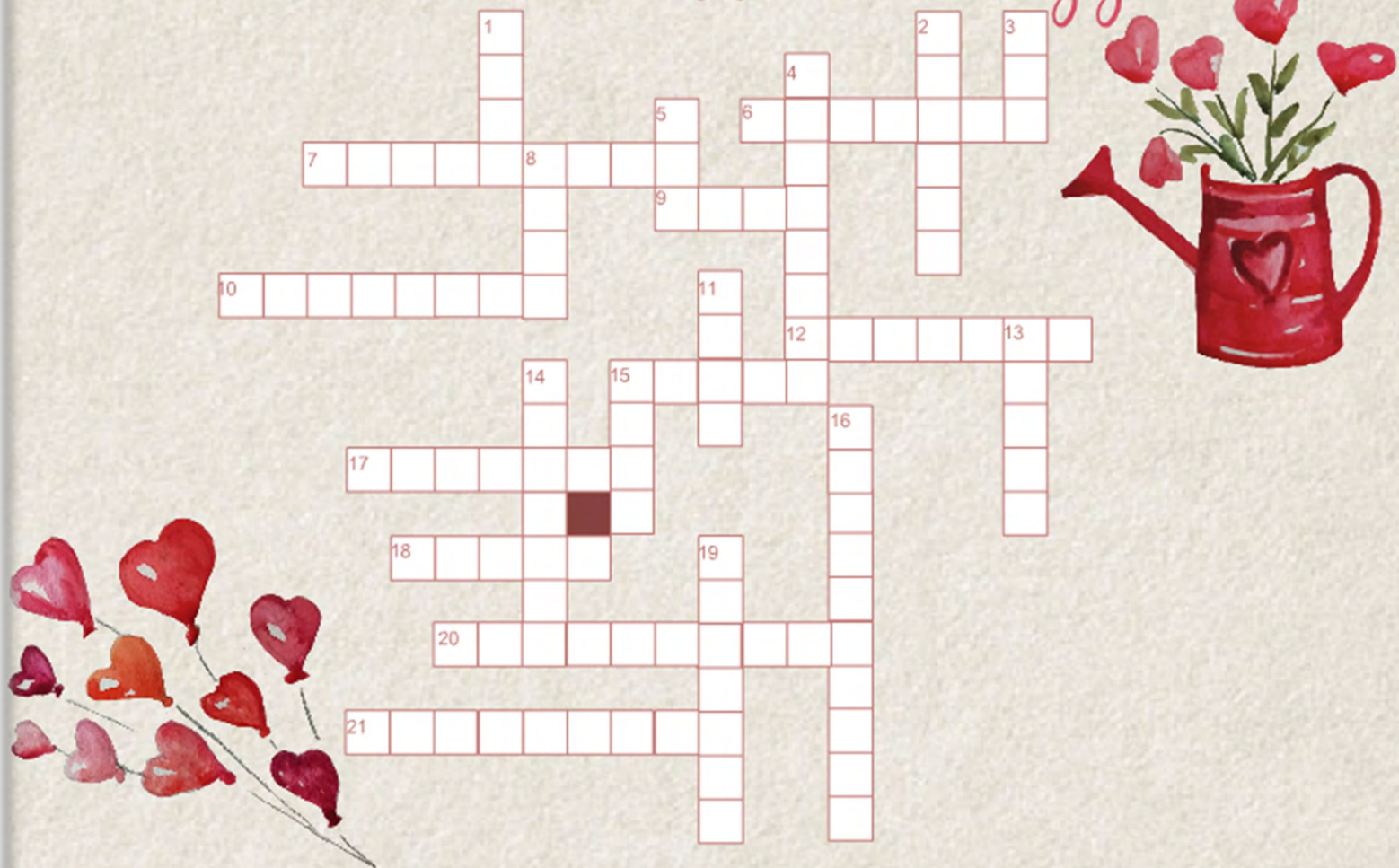
Doyle Dodge Chrysler Jeep Ram

dave@doyledodge.com

705-618-3621



Valentine Crossword Puzzle



Down:

- 1. hugs, and kisses
- 2. A person with whom one has a bond of mutual affection
- 3. Squeeze (someone) tightly in one's arms
- 4. The second month of the year
- 5. The color of blood
- 8. An intense feeling of deep affection
- 11. A piece of paper to send greetings
- 13. A sweet treat
- 14. A declaration or assurance that one will do something or that a particular thing will happen
- 15. A color intermediate between red and white, like coral or salmon
- 16. unable to think or act normally, especially as a result of being in love
- 19. another word for gift

Across:

- 6. An emotional state or reaction
- 7. A treat made from roasted and ground cacao seeds
- 9. Regarded with deep affection.
- 10. A flat paper container with a sealable flap, used to enclose a letter or document.
- 12. A feeling of excitement and mystery associated with love
- 15. a social gathering of invited guests
- 17. Cute and colorful inflated rubber bag
- 18. the Roman god of Love
- 20. A person with whom someone is having a romantic relationship
- 21. A sweetheart chosen or complimented on Valentine's Day

Happy 
Valentine's
Day



Valentine Crossword Puzzle Answer Key



UNIFOR Education
UNIFOR – Service de l'éducation



Education PEL Schedule - Port Elgin
Spring/Summer 2023

Date & Courses Offered

February 26 – March 3, 2023 **Registration Deadline: January 13, 2023**
[Conflict Resolution](#)
[Grievance Handling & Workplace Leadership](#)
[Health & Safety](#)
[Human Rights](#)

ONSITE CHILDCARE ***Child care registration Deadline (0-12 years): January 13/23

March 5 - 10, 2023 **Registration Deadline: January 20, 2023**
[Arbitration for Leadership](#) (Pre-requisite: 40h Grievance Handling & Workplace Leadership)
[Collective Bargaining](#)
[Community Environment](#)
[Local Executive Board Training \(LUEB\)](#) (Pre-requisite: must currently hold an elected or appointed position on your Local Union Executive Board: President, VP, Fin. Sec., Rec. Sec., Trustee, Sergeant-at-Arms, Guide, Retired Workers Chapter Chairpersons, Members at Large)
[Stress: The Workplace Hazard](#)

March 12 - 17, 2023 **Registration Deadline: January 27, 2023**
[Women's Week Turtle Island: A First Peoples Awareness for Union Activists and Leaders](#)
[Women's Advocate Basic Training 40 hr](#)
 (Bargained Advocates Only – Call for enrolment and application)
[Women Activists](#)
[Women in Collective Bargaining](#)
[Women in Leadership](#) (Pre-requisite: Women Activists)

ONSITE CHILDCARE ***Child care registration Deadline (0-12 years): January 27/23
 ***Teen Registration Deadline (13-17): January 27/23



Date & Courses Offered

March 19 – 24, 2023 **Registration Deadline: February 3, 2023**
[Arbitration for Leadership](#) (Pre-requisite: 40h Grievance Handling & Workplace Leadership)
[Conflict Resolution](#)
[Grievance Handling & Workplace Leadership](#)
[Health & Safety](#)
[Human Rights](#)

March 26 – 31, 2023 **Registration Deadline: February 10, 2023**
[Collective Bargaining](#)
[Grievance Handling & Workplace Leadership](#)
[Human Rights](#)
[Worker Referral Assistance Program \(WRAP\) - Level 1](#)
[WSIB Appeals \(Workplace Safety & Insurance Board ON Only\)](#)
 (Pre-requisite: Compensation for Ontario Workers)

ONSITE CHILDCARE ***Child care registration Deadline (0-12 years): February 10/23

April 16 - 21, 2023 **Registration Deadline: March 3, 2023**
[Arbitration for Leadership](#) (Pre-requisite: 40h Grievance Handling & Workplace Leadership)
[Collective Bargaining](#)
[Stress: The Workplace Hazard](#)
[4 Week PEL Program - Week 1](#) (*Must attend all four weeks, click link for details and application form)

ONSITE CHILDCARE ***Child care registration Deadline (0-12 years): March 3/23

April 23 - 28, 2023 **Registration Deadline: March 10, 2023**
[Conflict Resolution](#)
[Grievance Handling & Workplace Leadership](#)
[Human Rights](#)
[Pride Activist](#)
[Turtle Island: A First Peoples Awareness for Union Activists and Leaders](#)

ONSITE CHILDCARE ***Child care registration Deadline (0-12 years): March 10/23

June 4 – 9, 2023 **Registration Deadline: April 28, 2023**
[Accident & Incident Investigation](#)
[Collective Bargaining](#)
[Human Rights](#)
[Local Executive Board Training \(LUEB\)](#) (Pre-requisite: must currently hold an elected or appointed position on your Local Union Executive Board: President, VP, Fin. Sec., Rec. Sec., Trustee, Sergeant-at-Arms, Guide, Retired Workers Chapter Chairpersons, Members at Large)
[Worker Referral Assistance Program - Level 2](#) (Pre-requisite: WRAP – Level 1)

ONSITE CHILDCARE ***Child care registration Deadline (0-12 years): April 28/23

June 18 – 23, 2023 **Registration Deadline: May 5, 2023**
[Health & Safety](#)
[Stress: The Workplace Hazard](#)
[4 Week PEL - Week 2](#)

ONSITE CHILDCARE ***Child care registration Deadline (0-12 years): May 5/23

June 25 – 30, 2023 **Registration Deadline: May 12, 2023**
[Conflict Resolution](#)
[Grievance Handling & Workplace Leadership](#)
[Human Rights](#)
[Planning For Your Future](#) (Now a 5 Day course!)

ONSITE CHILDCARE ***Child care registration Deadline (0-12 years): May 12/23



LOCAL UNION COMMITTEES

Black, Indigenous, Workers of Colour	J.P. Bellefeuille	Jennifer Davidson	Vacant	Vacant
Campground	Dwight Harper	Bill Moore	Carole Boileau	Ron Michaud
Constitution & By Laws	Gilles Chartrand	Carole Boileau	Andrew Cristo	Vacant
Education	Lisa Schroer	Paul Ricard	Dana Nykilchyk	Vacant
Elections	Peter Sullivan	Dwight Harper	Ron Michaud	George Markic
Environment	Carole Boileau	Vacant	Vacant	Vacant
Good & Welfare	Carole Boileau	Vacant	Vacant	Vacant
Health & Safety	Paul Ricard	Jason Gifford	Melissa Wood	Vacant
Human Rights	Joanne Lizotte	Vacant	Vacant	Vacant
LGBTQ	Kendell Cochrane	Melissa Wood	Vacant	Vacant
Newsletter & Social Media	Melissa Wood	Vacant	Vacant	Vacant
Political Action	Melissa Wood	Vacant	Vacant	Vacant
Property & Trust	Paul Ricard	Richard Paquin	Carole Boileau	Andrew Cristo
Recreation	Carole Boileau	Andrew Cristo	Vacant	Vacant
Women's	Melissa Wood	Lisa Schroer	Joanne Lizotte	Cheri Deguire
Workers' Memorial Day	Sheri McDonald	Carole Boileau	Bill Moore	Melissa Wood
Workers' with Disabilities	Joanne Lizotte	Vacant	Vacant	Vacant
Young Workers	Vacant	Vacant	Vacant	Vacant

VALENTINE'S DAY

February 14th

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Sudbury Mine, Mill & Smelter Workers' Union, Local 598/Unifor
LEADERSHIP LIST

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