



CAW  TCA
CANADA

598
local news



Election Edition May 2012

MINE MILL NEWS

May 2012 Election

MESSAGE FROM THE ELECTION COMMITTEE

Our Union has a long and proud history of protecting (and advancing the rights) of workers. Once again, it is time to elect a strong leadership to ensure that we are ready to meet the upcoming challenges.

The membership is the driving force and it is important that we exercise our democratic right and vote in a leadership that will best represent us to move our agenda forward. This election will take place the week of May 14th until 5:00p.m. on May 18th, 2012. Polling stations will be set up at the workplace (time and dates will be posted).

At the Union hall, the polling station will be open May 14th to May 17th, from 9:00a.m. to 8:00p.m. and on May 18th from 9:00a.m. to 5:00p.m. The advance poll will be set up at the Union hall on May 9th from 9:00a.m. to 8:00p.m. for those unable to vote at their workplaces. Poll clerks are encouraged to vote on this day.

Election results will be announced May 18th, 2012. A huge thanks to all the pensioners and volunteers who have given their time to help with the election by manning the different polling stations.

The election committee wishes to congratulate all the candidates, your commitment to our union and our future success is appreciated. Remember the best investment you can make for yourself and your family in job security, pension and benefits is to be actively involved in your union. Be sure to vote.

In Solidarity,

Election Committee Rejean Berthiaume – Chief Election Judge
 Lawrence Baxter – Election Judge
 Jeff Mullally – Election Judge

ELECTION RULES 2012

1. Voters should present their Union card to the Poll Clerk. (If the voter doesn't have a card, a member in good stand has to vouch).
2. Anyone trying to influence the vote at the Polling Station may be charged under the Constitution.
3. Any Clerk who is not doing his/her job properly may be removed by the Election Judge.
4. No campaign literature is to be posted at any Polling Station.
5. Voting will take place at allocated areas and specified times.
6. No campaigning on Election days.
7. Majority (50 + 1 % of valid ballots cast) vote will determine elected candidate for Executive Officers.
8. Plurality vote (candidate with most votes) will determine the elected candidate, for all other workplace representatives and Members at Large.

Chief Election Judge



Rejean Berthiaume

Election Judge



Jeff Mullally

Election Judge



Lawrence Baxter

MINE MILL LOCAL 598/CAW ELECTIONS 2012 - VOTING POSTS AND TIMES

STRATHCONA MILL - XSTRATA	5:30 a.m. – 8:00 a.m.	May 15 th , 17 th
SMELTER - XSTRATA	5:30 a.m. – 8:00 a.m.	May 15 th , 17 th
NICKEL RIM – XSTRATA	6:00 a.m. – 7:30 a.m. / 5:00 p.m. – 7:30 p.m.	May 15 th
	6:00 a.m. – 7:30 a.m.	May 17 th
	6:00 a.m. – 7:30 a.m.	May 18 th
FRASER - XSTRATA	5:30 a.m. – 8:00 a.m. 4:00 p.m. – 7:30 p.m.	May 14 th , 16 th
FIRST NICKEL	2:00 p.m. – 6:00 p.m. 4:00 p.m. – 6:00 p.m.	May 14 th , 18 th
IRIS ADDICTION RECOVERY FOR WOMEN Aftercare	7:45 a.m. – 8:15 a.m. 3:45 p.m. – 4:00 p.m.	May 15 th
	8:30 a.m. – 8:45 a.m.	
BRINKS CANADA	11:30 a.m. – 12:30 p.m. 3:00 p.m. – 5:30 p.m.	May 15 th
MANSOUR MINING	7:30 a.m. – 8:30 a.m. 3:30 p.m. – 4:30 p.m.	May 14 th
ST. JOSEPH'S VILLA	6:00 a.m. – 8:00 a.m. 2:00 p.m. – 4:00 p.m.	May 16 th , 17 th
VILLA ST. GABRIEL'S VILLA	6:00 a.m. – 8:00 a.m. 2:00 p.m. – 4:00 p.m.	May 16 th , 17 th
ELIZABETH CENTRE – MYSTIC – NUTRA 2000	6:30 a.m. – 8:30 a.m. 1:30 p.m. – 4:00 p.m.	May 16 th , 18 th
FINLANDIA NURSING HOME	5:30 a.m. – 9:30 a.m. 2:30 p.m. – 4:30 p.m.	May 15 th , 16 th
LAFARGE	6:30 a.m. – 7:30 a.m.	May 14 th
THE WALFORD ON THE PARK	6:15 a.m. – 8:15 a.m. 3:30 p.m. – 4:15 p.m.	May 15 th
	6:15 a.m. – 7:15 a.m. 6:30 p.m. – 7:00 p.m.	May 16 th
OLG SLOTS SUDBURY	9:00 a.m. – 5:00 p.m.	May 14 th , 17 th , 18 th
SUDBURY FINNISH REST HOME SOCIETY	6:00 a.m. – 8:15 a.m.	May 16 th , 17 th
	2:00 p.m. – 4:00 p.m.	
UNIVERSITY OF SUDBURY	8:00 a.m. – 10:30 a.m.	May 16 th
MIDAS CAR CARE		Lunch Time Barrydowne and Long Lake Road
NORCAT	Lunch time	May 14 th
MINE MILL UNION OFFICE	ADVANCED POLL	9:00 a.m. – 8:00 p.m.
	ELECTION	9:00 a.m. – 8:00 p.m.
	ELECTION – LAST DAY	9:00 a.m. – 5:00 p.m.
		May 9 th
		May 14 th , 15 th , 16 th , 17 th
		May 18 th

Exercise your right to vote!



May 2012 Mine Mill Local 598 CAW Elections SAMPLE BALLOTS

CAW TCA
MINE MILL & SMELTER WORKERS UNION
LOCAL 598/CAW 0001

CAW 0001

CONVENTION DELEGATE
Group 2 (Vote for 1)

JACKSON, LYNN

MACDONALD, TEXAS

SCHIAFONE, SAM

CAW TCA
NICKEL RIM
MINE MILL & SMELTER WORKERS UNION
LOCAL 598/CAW 0002

NICKEL RIM 0002

FULL TIME HEALTH & SAFETY
(Vote for 1)

HEIKKILA, RANDY

STEWART, DAVE

SKILLED TRADES
(Vote for 2)

NOLAND, JAKE

ROGERS, SCOTT

ROMO, JAN

CAW TCA
FRASER MINE
MINE MILL & SMELTER WORKERS UNION
LOCAL 598/CAW 0002

FRASER MINE 0002

CHIEF STEWARD
(Vote for 1)

MCCORMICK, TERRY

ROGERS, SCOTT

SKILLED TRADES
(Vote for 2)

NOLAND, JAKE

ROGERS, SCOTT

ROMO, JAN

CAW TCA
ELIZABETH CENTRE
MINE MILL & SMELTER WORKERS UNION
LOCAL 598/CAW 0001

ELIZABETH CENTRE 0001

UNIT CHAIR / BARGAINING COMMITTEE MEMBER
(Vote for 1)

CAVANAGH, MICHELE

CHARTRAND, MICHELLE

BARGAINING COMMITTEE MEMBER
(Vote for 2)

CAVANAGH, MICHELE

GARBUTT, MANDY

HURLEY, MICHELE

ROY, YVONNE

STEWARD
(Vote for 4)

GRENIER, DEB

HACALA, KAREN

HURLEY, MICHELE

ROY, YVONNE

WARENDA, TAMMY

HEALTH & SAFETY COMMITTEE
(Vote for 2)

BOUCHER, VAL

CAVANAGH, MICHELE

ST. GERMAIN, AMY

CAW TCA
FIRST NICKEL INC.
MINE MILL & SMELTER WORKERS UNION
LOCAL 598/CAW 0001

FIRST NICKEL INC. 0001

UNIT CHAIR / BARGAINING COMMITTEE MEMBER
(Vote for 1)

CHARBONNEAU, ROGER

MACDONALD, TEXAS

PIERCE, DWIGHT

BARGAINING COMMITTEE MEMBER
(Vote for 1)

CHARBONNEAU, ALEX

CHARBONNEAU, ROGER

MACDONALD, TEXAS

PEARSON, BOB

HEALTH & SAFETY COMMITTEE MEMBER
(Vote for 2)

CHARBONNEAU, ROGER

GORVAL, TOM

MILLER, TIM

PIERCE, DWIGHT

SKILLED TRADES
(Vote for 2)

CHARBONNEAU, ALEX

CHARBONNEAU, ROGER

MACDONALD, TEXAS

PEARSON, BOB

CAW TCA
NUTRA 2000
MINE MILL & SMELTER WORKERS UNION
LOCAL 598/CAW 0001

NUTRA 2000 0001

BARGAINING COMMITTEE MEMBER
(Vote for 1)

ROBERTS, ROSA

SCOTT, JULIETTE

CAW TCA
SMELTER
MINE MILL & SMELTER WORKERS UNION
LOCAL 598/CAW 0001

SMELTER 0001

CHIEF STEWARD
(Vote for 1)

DELLAIRE, BOB

HARPER, DWIGHT

HEALTH & SAFETY COMMITTEE
(Vote for 2)

BARIL, JOHN

HARPER, DWIGHT

MCDUGALL, DOUGLAS

SKILLED TRADES REP
(Vote for 1)

DELLAIRE, BOB

BARIL, JOHN

CAW TCA
FINLANDIA NURSING HOME LTD.
MINE MILL & SMELTER WORKERS UNION
LOCAL 598/CAW 0001

FINLANDIA NURSING HOME 0001

BARGAINING COMMITTEE MEMBER
(Vote for 3)

FIELDING, NICOLE

JACKSON, KASSANDRA

LEET, ALICIA

STRUM, JANET

ZACHER, MERVYN

STEWARD
(Vote for 4)

FIELDING, NICOLE

JACKSON, KASSANDRA

LEET, ALICIA

SIMON, GUY

STRUM, JANET

ZACHER, MERVYN

CAW TCA
XSTRATA NICKEL
MINE MILL & SMELTER WORKERS UNION
LOCAL 598/CAW 0001

XSTRATA NICKEL 0001

UNIT CHAIR / BARGAINING COMMITTEE MEMBER
(Vote for 1)

BROWNE, CHRIS

CRAIG, DARWIN

DESLOGES, GUY

CAW CONSTITUTIONAL CONVENTION DELEGATE
(Vote for 2)

BAXTER, CAROLE

CHARRON, MARCEL

PAQUIN, RICHARD

ROGERS, SCOTT

STEWART, DAVE

CAW COUNCIL DELEGATE
(Vote for 2)

BAXTER, CAROLE

CHARRON, MARCEL

PAQUIN, RICHARD

ROGERS, SCOTT

STEWART, DAVE

CAW TCA
ST. JOSEPH'S VILLA
MINE MILL & SMELTER WORKERS UNION
LOCAL 598/CAW 0001

ST. JOSEPH'S VILLA 0001

UNIT CHAIR / BARGAINING COMMITTEE MEMBER
(Vote for 1)

PERRON, ROGER

VAREY, LAURA

BARGAINING COMMITTEE MEMBER
(Vote for 2)

PERRON, ROGER

PROULX, PATRICIA

VAREY, LAURA

CAW TCA
EXECUTIVE BOARD
MINE MILL & SMELTER WORKERS UNION
LOCAL 598/CAW 0001

EXECUTIVE BOARD 0001

VICE PRESIDENT
(Vote for 1)

MACDONALD, TEXAS

MACINNIS, ANNE MARIE

TRUSTEE
(Vote up to 3)

CHARRON, MARCEL

CHARTRAND, MICHELLE

DEL MASTRO, RAZ

ROGERS, SCOTT

GUIDE
(Vote for 1)

BROWN, NICOLE

STEWART, DAVE

SERGEANT AT ARMS
(Vote for 1)

CHARTRAND, DENIS (FELIX)

VAREY, CAROL

CAW TCA
OLG SLOTS SUDBURY
MINE MILL & SMELTER WORKERS UNION
LOCAL 598/CAW 0001

OLG SLOTS SUDBURY 0001

UNIT CHAIR / BARGAINING COMMITTEE MEMBER
(Vote for 1)

MARCIL, FRANK

SCHIAFONE, SAM

BARGAINING COMMITTEE MEMBER
(Vote for 2)

BOLTON, RUSSELL

CECCHETTO, ANGELENE

SCHIAFONE, SAM

Election 2012 Eligibility to Vote

Who can vote for Executive Board positions?
All members of all Units (including those laid off) and Pensioners



Exercise your right to vote!



Local 598 - CAW Elections

ACCLAMATIONS

EXECUTIVE BOARD

PRESIDENT:	Richard Paquin
FINANCIAL SECRETARY:	Carole Baxter
RECORDING SECRETARY:	Dwight Harper
CAW COUNCIL DELEGATE:	Anne Marie MacInnis (group 3)
CAW CONVENTION DELEGATE:	Anne Marie MacInnis (group 3)

XSTRATA NICKEL

HEALTH & WELFARE OFFICER:	Denis (Felix) Chartrand
FRASER MINE STEWARD:	Mike Gelinas, Emphrin Skinner
FRASER MINE HEALTH/SAFETY	Terry McCormick, Emphrin Skinner, Mike Gelinas, Mike Flynn
FRASER MINE BONUS STEWARD	Mike Gelinas
STRATHCONA STEWARD	Jake Noland, Andrew Tricco
STRATHCONA HEALTH/SAFETY	Paul Leclair, Patrick St. Louis
NICKEL RIM CHIEF STEWARD	Jan Romo
NICKEL RIM STEWARD	Brian Barton, Randy Heikkila
NICKEL RIM HEALTH/SAFETY	Maurice Vachon, Jan Romo, Brian Barton
NICKEL RIM BONUS STEWARD	Brian Barton
SMELTER STEWARD	Bob Dellaire
SMELTER F/T HEALTH/SAFETY	Raz DelMastro

EXERCISE YOUR RIGHT TO VOTE!

For more information please visit
our website at
www.minemill598.com

Remember...
ELECTION DAYS
See poll locations and times

SOLIDARITY FOREVER
"One for all – all for one"
Election Judges

AFFILIATE UNITS

FINLANDIA NURSING HOME LTD

UNIT CHAIR/BARGAINING COMMITTEE MEMBER	Carol Varey
HEALTH /SAFETY	Sheri Davis

SUDBURY FINNISH REST HOME SOCIETY

UNIT CHAIR/BARGAINING COMMITTEE MEMBER	Tiina Koskala
BARGAINING COMMITTEE MEMBER	Beth McIvveen
HEALTH/SAFETY	Melanie Allen Mark McDonald

MANSOUR MINING TECHNOLOGIES

UNIT CHAIR/BARGAINING COMMITTEE MEMBER	James Hihnala
BARGAINING COMMITTEE MEMBER	Daniel Fortin
HEALTH/SAFETY	James Hihnala Daniel Fortin

IRIS ADDICTION RECOVERY FOR WOMEN

UNIT CHAIR/BARGAINING COMMITTEE MEMBER	Lynn Jackson
BARGAINING COMMITTEE MEMBER	Lois Stargratt
HEALTH/SAFETY	Joanne Iles

ST. JOSEPH'S VILLA

STEWARD	Patricia Proulx
HEALTH/SAFETY	Wayne Pollock Dawson Steen

VILLA ST. GABRIEL'S VILLA

UNIT CHAIR/BARGAINING COMMITTEE MEMBER	Melissa Wood
STEWARD	Tanya Blais, Nathalie Bergeron
HEALTH/SAFETY	Jennifer Foslett Diane Haris Melissa Wood Nicole Young Nathalie Bergeron

FIRST NICKEL INC.

STEWARD	Bob Pearson
BONUS STEWARD	Tim Miller Bob Pearson

BRINKS CANADA LIMITED

UNIT CHAIR/BARGAINING COMMITTEE MEMBER	Gaetan St. Louis
BARGAINING COMMITTEE MEMBER	Cliff McCollum
HEALTH/SAFETY	Gaetan St. Louis

UNIVERSITY OF SUDBURY

UNIT CHAIR/BARGAINING COMMITTEE MEMBER	Rachel Kenwell
HEALTH/SAFETY	Suzanne Paquin

MYSTIC SERVICES INC.

UNIT CHAIR/BARGAINING COMMITTEE MEMBER	Tammy Plante
BARGAINING COMMITTEE MEMBER	Carol Stone
HEALTH/SAFETY	Carol Stone

NUTRA 2000

UNIT CHAIR/BARGAINING COMMITTEE MEMBER	Huguette Gagne
HEALTH/SAFETY	Rosa Roberts

OLG SLOTS SUDBURY

STEWARD	Nicole Brown Don Lecour
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LAFARGE CANADA (MANITOULIN) QUARRY

UNIT CHAIR/BARGAINING COMMITTEE MEMBER	Kevin Bailey
STEWARD	Lisa Townsend
HEALTH/SAFETY	Lisa Townsend

Exercise your right to vote!



Vote
RICHARD PAQUIN
CAW Council &
CAW Convention Delegate

I would like to thank everyone for having the confidence in me and by allowing me to be your President for the next three years. I have enjoyed and learned a lot being your President, during the past term, and look forward to working with all of you in my next mandate. I truly believe that this Union is stronger because of the commitment and effort that is provided by the leadership and membership.

In order to completely fulfil my commitment, and to remain consistent in our strong voice at the CAW National level, I am seeking re-election for the position of **CAW Council and Convention Delegate** in the upcoming election.

Our CAW Constitution guarantees basic trade union rights to all members. It is intended to protect equally the rights of all members and of the Union as a whole. The most important of these trade union rights is the right of the membership to a fair and democratic procedure in all instances when they vote to choose their officials. In order to guarantee this right, the CAW Constitution provides basic regulations for the conduct of elections for the Local Union Office, Convention Delegates, Stewards and Committee persons. This information is necessary for those members who are not familiar with Union functions.

I believe that my 20 years' experience as President, Unit Chair, Chief Steward and Steward, Joint Health and Safety Committee (JHSC) member and JHSC Co-Chair, Bargaining Team member and Executive Board member with this Local Union will have a positive impact on the decisions that must be taken in the future to properly represent our membership. I will also ensure that the message from our Executive Board and its membership will be at the forefront of all issues discussed at the CAW Council and Convention meetings.

In closing, I am re-affirming my commitment to all and am asking for your support as **CAW Council and Convention Delegate** in the upcoming elections.

Yours in Solidarity,

Richard Paquin
 President
 Mine Mill 598/CAW



CHRIS BROWNE
Unit Chair (Xstrata)

I have 16 years seniority with Xstrata and have successfully represented the Smelter as a Steward since 2000 and Chief Steward since 2009. Academically I have a Bachelors of Science Degree in Biology and Technologists Diploma in Environmental Science. I currently hold a posting as a Craneman in the Smelter Business Unit.

The position of Unit Chair is a pivotal position within the Xstrata Unit. He/She must be extremely knowledgeable in the administration of the Collective agreement and have substantial experience navigating the grievance process to ensure Collective Agreement compliance.

I feel it is very important from a local union standpoint, that we possess in-house skills which would allow us, as a local, to take the company to task through third party hearings (arbitration) in order to get resolve on key issues. Currently we rely heavily on CAW National resources in order to forward a grievance to arbitration. This fact results in a lengthy arbitration process that hinders us from addressing important language issues that need to be addressed in a timely matter. If elected I will strategically work towards getting resolve, through arbitration, on many long outstanding issues, so that the policing of the Collective Agreement is made easier for the Front Line Stewards and Chief Stewards. I feel this tactic will, in time, force the company to better respect the grievance process thereby ensuring the company finds solutions to issues instead of outright denying issues that exist within the plants. Respect is earned not given.

I feel I possess the knowledge, skill and drive to ensure a proficient and productive union company dialogue, both during upcoming bargaining and throughout the 3 year term as Unit Chair. Having been through the previous round of bargaining has allowed me important insight into the methodologies and tactics currently utilized by the company to promote company philosophies and frames of mind. Most of which, run counter to the Union's values and long term goals. A strong advocate is needed in the Unit Chair position to ensure our voice is heard and respected.

I hope Brother's and Sister's you will consider me for the position of Xstrata Unit Chair.

Regards,
 Chris Browne



CAROLE BAXTER
Financial Secretary
(Executive Board Position)

I would like to take this opportunity to thank all those who have supported me in the work I do for this great Union. I have served on the Executive Board for 12 years. The duties of the Financial Secretary have always been a fantastic opportunity to help this Union be strong. I will always work with integrity and enthusiasm to service the members of our Union. I have taken part in the committees to build our new home at Richard Lake and worked to re-establish our campground. There is still work to be done to make the campground a better place but it will be nice to bring it back to life and be an important part of our Union family.

I have been acclaimed for the job of Financial Secretary, but I have put my name forward for Council and Convention Delegate for our Local. This allows me to represent the members of our Local at the National level.

I attend and participate in the meetings for the council and conventions. I also sit on the National Women's Committee. The mining industry has always been part of my life. My father worked in mining for 44 years. My husband (Lawrence) worked for 35 years in mining and has worked for Xstrata 20 years. Having worked for Xstrata for 16 years, I feel that I can represent our members for the Mines and the Smelter. We are only allowed 2 people from this Local to represent Xstrata for the Councils and Conventions. It is important that the issues that we face in the mining industry and living in Northern Ontario are represented to the National. They need to know that we are important to the future of this country, that our issues are their issues and vice versa.

In conclusion, I would ask that you vote for me as **DELEGATE FOR COUNCILS AND CONVENTIONS**.

Thank you.

Carole Baxter



MARCEL CHARRON
 • **Strathcona Mill – Chief Steward**
 • **Trustee (Executive Board Position)**
 • **Xstrata Council Delegate**
 • **Xstrata Convention Delegate**

I've been employed with Falconbridge/Xstrata Nickel as a mill operator for over 10 years. I've been a union officer for the last 7 years, first as a JHSC member, steward, then becoming chief steward in 2007 and being part of the bargaining committee in the last round of contract negotiations.

I've gained a considerable amount of experience and education over the last 7 years with the union and this is why I believe I'm the ideal candidate for the above positions to help the Local move forward, and fight to maintain our rights as workers in these times of attacks against unions by corporations and governments.

I hope I can count on everyone's support during the election the week of May 14th, and I look forward to serving the members of Mine Mill Smelter Workers Union Local 598/CAW for another 3 years.

In Solidarity,
 Marcel Charron

JAKE NOLAND
 • **Mine Mill Business Unit Skilled Trades Rep**
 • **Strathcona Mill – Chief Steward**

My name is Jake Noland and I am seeking your support because I am running for the positions of Skilled Trades Representatives for Mine Mill Business Unit and Chief Steward at Strathcona Mill.

My commitment to help and improve our Skilled Trades issues is a genuine interest of mine. Having been involved with the Skilled Trades in the past, I have a lot of experience to offer.

Having been a Steward for approximately 8 years, I have a good idea of the issues that we, as a membership, deal with on a daily basis. I am willing to take the next step in doing my part to resolve these issues. With your support, I look forward to the challenges that come with being a chief steward.

In Solidarity,

Jake Noland

Exercise your right to vote!



GUY DESLOGES

Xstrata Unit Chair

Hello Brothers and Sisters,

Once again, I am seeking your support in the upcoming elections as Unit Chair/Member-at-Large for Xstrata. As an underground miner for 37 years, I have a complete understanding of the issues that each of you face on a daily basis. Over the past 8 years, I have been dedicated to Union leadership positions such as Steward, Chief Steward and currently, Unit Chair/Member-at-Large.

Over the past 3 years, I have been heavily involved in several mediation/arbitration hearings. I have gained substantial experience with respect to labour law, collective agreement interpretation, dispute resolution and preparing evidence for mediation/arbitration hearings that would have the greatest possibility to win cases. Arbitrations are difficult situations and with the experience that I gained combined with the fact that I have attended several CAW courses over the past years, I am confident that I will be a strong choice as Unit Chair/Member-at-Large for the membership.

As a result of the February 2009 lay off at Xstrata Nickel, I was very much involved in the negotiations with the company to have our members returned to work as quickly as possible. This was a very difficult task and was emotionally draining for everyone. I am proud to say that we were successful in getting all of our members with recall rights back to work.

I have displayed, on many occasions that tough decisions have to be made in the position of Unit Chair/Member-at-Large to ensure that the membership is properly represented. In doing this, true leadership always prevailed.

In 2013, we will be re-negotiating our contract. As we all know, there are many issues to discuss. One important issue is the language in the contract. In order to protect our members suitably, we need to get this language issue dealt with. I am totally committed to getting this done. Secondly, it is no secret that the Company will be attacking our pension and benefits. I am totally committed to working with the bargaining committee and devising a strong resolve for our members so that we can move forward with a solid contract. We definitely need financial gains and increases to basic benefits. For example, eye glasses, etc. We, as a Union, need more full time positions in Joint Health & Safety as these are value added positions. For example: Fraser Mine and Strathcona Mill.

In the past 3 years as Unit Chair/Member-at-Large, I have worked several long hours to get the best resolutions possible. I feel like I am just getting started and if I am fortunate enough to continue my work as Unit Chair/Member-at-Large, I can genuinely say that you will have my enduring commitment and dedication.

Brothers and sisters, I re-affirm my commitment to you and ask for your vote on election day.

Best of luck to all candidates who are in the running for a position of Mine Mill Local 598/CAW.

In solidarity,
Guy Desloges
Cell: 705-698-5021
Office: 705-673-3661

TERRY McCORMICK

Xstrata Fraser Mine – Chief Steward

I am currently the Chief Steward and I have served in that capacity for the last 3 years. I would like to represent Fraser mine at the upcoming negotiations. I believe I have the experience to bargain our next collective agreement. I would appreciate the opportunity to represent the workers at Fraser Mine.

Terry McCormick

DENIS “Felix” CHARTRAND

Sergeant at Arms

I, Denis “Felix” Chartrand have brought my name forward in asking the membership for support for the seat on Executive Board for a further 3 years, as the Sergeant at Arms. This position is one of importance on the Board. This job mandate is to aid the President, and in the event that the President is unable to carry out his duties or in the event of a strike. All of the Union property falls under Sergeant at Arms to secure and hold responsibility. Getting out and supporting your choice of candidate is vital to a fair outcome and further strength of our union. Let’s not forget now we all got here with many struggles in the past. These struggles continue to this day and we all have ownership to moving forward and keeping our union strong.

I’d like to wish all candidates in this round of 2012 elections the best of luck and thank you for your commitment to our local.

In Solidarity,
Denis “Felix” Chartrand



DAVE STEWART

- Full Time Health & Safety Representative (Nickel Rim South)
- Guide (Executive Board Position)
- XSTRATA Council Delegate
- XSTRATA Convention Delegate

Dear Brothers and Sisters:

My name is Dave Stewart. I’ve been employed at Xstrata since November 1989 and currently hold the position of the Full Time Health and Safety Representative/Coordinator at Nickel Rim South.

For the past six years, I have also represented Mine Mill 598/CAW as Council and Convention delegate. I have been representing our Union in various positions over the last 22 years. My experience as a past board member (6 years), Full Time JHSC Representative, Fraser Mine (4 years), Steward (9 years) as well as countless training sessions has given me the knowledge and confidence to better represent our members. I have also participated and volunteered on many committees such as the CAW Health and Safety council, Mining Industry Human Resource council, and have helped many of our members financially through plant gate collections over the last decade. These are a few examples of my contributions to our membership, which have brought highs and lows in my efforts representing our members through constant battles we encounter each and every day.

When I arrived at Nickel Rim South four years ago, with nothing but challenges, many deficiencies along with angry workers who had been displaced and unsure of their future, I was given an office that occupied a computer on the floor, a chair and a workplace that was still in full PROJECT control. I took on the challenge and rolled up my sleeves and under my leadership, the committee started representing our members and started collectively **building a relationship that has brought us to where we are to-day “One of the safest producing mines in Canada”**

Has there been issues along the way? You can be sure there was.

Will there be ongoing issues as we progress to the next phase? You bet there will be.

I have the **ACCOUNTABILITY, EXPERIENCE, KNOWLEDGE** and the **PASSION** to represent you the members for the next three years.

We can all attest today that Nickel Rim South is not the mine it was three years ago and can be assured that we will continue to improve the conditions and assure ourselves of a **ZERO HARM WORKPLACE**, so that each of our members return **HOME SAFE EACH AND EVERY DAY**.

I will continue fighting and support all workers towards improving the conditions in our respected work environment. I am always available to you all, whether it be in the office or underground. I am at the mine site at 5:50 a.m. and the J.H. & S. office is always open if you have any questions or issues. I can always be reached on my cell 705-929-8536.

In closing, I would like to thank you in advance for your support in the upcoming election.

In Solidarity,
Dave Stewart

CAROL VAREY

SERGEANT AT ARMS (Executive Board Position)

My name is Carol Varey and I have been acclaimed to the position of Unit Chair/Bargaining Committee member at Finlandia Nursing Home. I have helped in the organizing drive at our workplace. I have experience in the position of Steward, Bargaining Committee Member, Unit Chair, Trustee on the Executive Board, Member-at-Large and a member of the Women’s Committee.

I do attend our membership meetings and do participate in Union functions. I have placed my name in for the position of Sergeant at Arms. I am looking for your support and I am looking forward to serving you in the future as Executive Board Member. I am very proud to be a member of Mine Mill Local 598/CAW and have been involved in the Union for 34 years.

In Solidarity,
Carol Varey

JANET STRUM

Finlandia Nursing Home - Steward/Bargaining Committee Member

Dear Sisters and Brothers,

I have thrown my name in the hat in our upcoming workplace elections. I am running for the position of steward/bargaining committee member.

I had an opportunity to sit at the bargaining table during our last round of face-to-face negotiations with our employer. I must say that after being involved with union activities for 20 years, it was an experience and during that process, I have learned a lot.

I am seeking your support and wish to continue ensuring our workplace is respectful that everyone is treated fairly for the collective good of the entire membership in all departments.

We are all the “union” and I am ready, able and willing to continue representing our membership.

In Solidarity,

Janet Strum

Exercise your right to vote!



TEXAS MACDONALD

First Nickel Unit Chair / Member at Large

Hello Brothers and Sisters,

I'm Texas MacDonald, Local 598 member from First Nickel.

I see by the current seniority list that there are several new members that have hired on since June 2011 that I have not met yet. We will meet soon.

It's the time of year again to have the general elections for the CAW Local 598 as well as each unit's elections.

I currently sit on the Locals Executive Board as Member at Large representing several of the individual units. My elected position as Unit Chair/Bargaining Committee Member is currently being filled by Roger Charbonneau who graciously took place when I was suspended in June 2011 and then terminated due to the length of my beard.

I will be back on site to work as an employee and hopefully as a union rep for the members again if I get the votes needed in this election. My case has had one arbitration hearing and another one is scheduled, arbitration cases take a while to hear and be settled so be patient as I am trying to be, and I will be back to serve you.

For some past information about myself, I was first elected as Unit Chair in the fall of 2005 when we had our first election at FNI and have held that position each election since. I was also a certified JHSC rep in 2005-2006 but found I did not have enough time to do both jobs adequately so I thought Unit Chair/Bargaining, Bonus Steward and Skilled Trades rep would be enough and believe me, it's more than enough at times. I'm fortunate that I'm single and my children are all grown up so I can spend a couple hours each evening and on days off tending to the Union business that is pressing and at hand. It is very time consuming and often a thankless job.

That has to be done well and timely if we are to be successful in keeping the company in line.

I was a big part of the negotiating team that got us that last two contracts which were quite good compared to what Xstrata and Vale got.

I think the biggest gain in the last contract was that the laid-off employees got called back as soon as possible rather than "JUST CONTRACTORS ONLY FOR SEVERAL YEARS AS THE COMPANY WANTED" and the fact that I held out till the company agreed that there would be no loss of seniority during the lay off. We all gained almost two years seniority while off work. Also, 14 people that had their recall rights run out during the layoff and we had them extended so they were able to be recalled and return to work with no loss of seniority.

Although I'm terminated in the company's eyes, the CAW Constitution says that I am allowed to run for Office so long as the union is fighting my case.

I hear that there are lots of unhappy brothers and sisters at the work place and the company has to be brought back in line and I'm the fella that can do that as I have in the past.

There is no reason why an employee should not be able to speak out their concerns without fear of being on the shit list.

A very important issue to me is the opening of the South Road again so a lot of us will have less distance to travel. Another one is the contractors and staff doing our work which is clearly outline in the collective agreement.

I'm a very active hunter and shooter and enjoy riding my Harley and fishing in my spare time.

Please consider my name when voting in the upcoming election and I thank you in advance for your vote. Thank you kindly brothers and sisters for taking the time to read this.

If you have any questions or concerns, please feel free to call me anytime. 705-869-3272 or drop me an email at texas@cyberbeach.net

In Solidarity,
Texas MacDonald

JAM ROMO

Xstrata Skilled Trades Representative

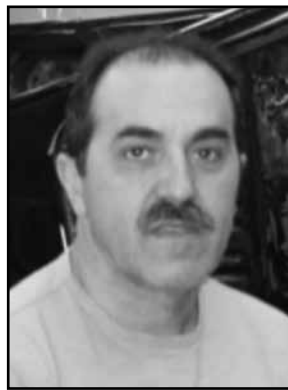
Hello my name is Jan Romo I have held the position of chief steward at T.L. Mine, Lockerby. Presently holding chief steward at Nickel Rim being acclaimed. I am seeking re-election as a skilled trades rep for the Mine Mill Business Unit for a third term.

This is an important position because it gives the union an avenue to address issues such as apprentices, training, job postings and recruitment for the skilled trades with the company.

I would also like to congratulate the brothers and sisters who have stepped up and put their names forward in the different positions in this upcoming election. Good luck to you all.

Thank you in advance for your support.

Jan Romo



ORAZIO (Raz) DELMASTRO

Trustee (Executive Board Position)

Brothers and Sisters; I have been a union leaders for the past 13 years and currently holding the position of Full Time Health and Safety Representative at the Xstrata Smelter. I am seeking your support in my nomination for Trustee which requires the trustees to supervise all funds and property of the local union. My pledge is to supervise the union's best interest in a successful and beneficial way for all.

Sincerely
Raz Del Mastro

KASSANDRA JACKSON

Finlandia Nursing Home – Steward/Bargaining Committee Member

Dear Sisters and Brothers

My name is Kassandra Jackson and I am running for the positions of Steward and Bargaining Team. I have only been a Steward for a short time but believe that I have much more to contribute to our members. I have a real interest in learning as much as I can so that I may represent my sisters and brothers in the fight for what's right, fair and just. I actively advocate and petition for the need for minimum standard of care for our residents and staff and believe that if we all get involved and continue to apply pressure to the powers that be- we will bring about change.

If elected I will continue to support my colleagues in their work or private struggles with the utmost respect and confidentiality.

On election day, I hope I can count on your support, please elect me, Kassandra Jackson for steward and bargaining committee member.

In Solidarity and trust

Kassandra Jackson,
Finlandia Nursing Home

DWIGHT HARPER

Xstrata Smelter

• Chief Steward

• Health & Safety Representative

This is to inform the CAW members, at the Smelter, that I (Dwight Harper) will be running for the following two site positions, in the up-coming election: Chief Steward & H&S Representative.

As you are probably well aware, your bargaining team is comprised of the Unit Chair and the Chief Stewart from each of our sites. If elected as Chief Stewart not only am I confident that I can police the Collective Agreement, but I know that I will be a strong voice at the bargaining table.

Health & Safety has been and continues to be something that I'm very passionate about. I currently sit on the JHSC and have for several years. (Many of which were in the Full-time position) I believe the committee has made a difference at the Smelter but there is still work to be done and I would like to continue that work.

I have had the opportunity, nay privilege, to serve Local 598 members, in a variety of union positions thanks in no small part to support from my peers. So.....

Come this election day, I once again ask for that support!

Thanks,
Dwight Harper

RANDY HEIKKILA

Xstrata Nickel

Full Time Joint Health & Safety Representative

My name is Randy Heikkila, I am currently seeking the position of full-time Joint Health & Safety Representative at Nickel Rim North in the upcoming elections.

I have worked in the mining industry since 1976 to present. As a miner across Canada and abroad, I currently have 16 years service with Xstrata. I have served as a union steward for the past 3 years with CAW. Previously, I have been active with Joint Health & Safety in the mining community with USWA, for S.M.E., in Elliot Lake, the 1st unionized mining contractor in Canada. I have also acted as a workers health and safety rep in a non-unionized environment, for mining contractors. Between 1981 and 1985, I was an active union organizer for 168 Rock and Tunnel in British Columbia.

In the past, I was active in mine rescue from 1980 to 2007 with various mining companies across Canada.

I believe that with my previously acquired experience, skills and training as a workers advocate in the mining industry, that I would be an asset to the workers at Nickel Rim North as well as assist the company with their commitment to the health and safety of the workforce in our current environment.

I would like to thank you for your consideration for this position in the upcoming election.

Yours truly,
Randy Heikkila

Exercise your right to vote!

LYNN JACKSON

Iris Addiction and Recovery for Women

- CAW Constitutional Delegate
- CAW Council Delegate

Dear Sisters and Brothers.

I would like to begin by thanking all of you who have shown me support and believed in my ability to represent you and keep your best interests at heart. As many of you know I would not give up without a fight when protecting your rights and all that is important to you. It has been a true honour to represent all of you. As you are aware I will be running in the May election to retain my positions of Constitutional Convention Delegate and Council Delegate and would be very privileged to EARN your vote. I have served in several positions within our Union. I continue to serve as Unit Chair of Iris Addiction which I have done for the past 9yrs and it is with great pride that I have been acclaimed this year and look forward to continuing to support my members for another term. I have also been in the position of Health and Safety Certified worker rep for the past 9yrs. For several years I was part of the local Executive Board as Member at Large and was active on the education committee, Women's Committee and Sports and Rec committee.

I would like to share with you some of the important accomplishments I have made in my Union career. As Unit Chair I have had the honor of representing staff at two sites, Iris Treatment and Iris Aftercare and experienced the Mediation Process, fought to protect and save several jobs, and in 2008 with the help of Sister Lois Stargratt we negotiated our own collective Agreement with great success. I have also prided myself on being available 24-7 for my members for work or personal issues. In my role as Health and Safety Representative I am proud to say that I have provided an important voice for our workers by my major contribution to the development of Iris's Health and Safety Policy, PPE Policy and most recently our Bill 168 Workplace Violence and Harassment Policy. Over the years I have provided workshops and presentations to our Local members on addiction issues, stigmas, and workplace violence, all issues facing our co workers, families and community. As a member of the Local 598 Executive Board I fulfilled the position of Member at Large for several years ensuring that all units I represented were given an equal voice. I was a part of the Women's Committee, Education Committee, and Sports and Recreation Committee.

Regarding the positions that I am running for in May, let me just say that I have a very deep passion for both of these positions.

As Convention Delegate, I have grown tremendously as a Union Advocate. It has been a wonderful experience to be part of the ever-changing, complex structure of our National Union. I have great pride being a Convention Delegate-just being able to experience a union on the cutting edge of social change, political justice, tireless government lobbying for human rights here and abroad, pensions, minimum standards of care, mineral rights, fishing rights and the list goes on and on. I am like a sponge at the Convention meetings absorbing as much information as I can to share with members, other community advocates and local politicians. I truly value this position and would be honored to continue to represent my Sisters and Brothers.

As a CAW Council Delegate-what can I say other than this position is very dear to my heart. I have invested a great deal of time into learning how to be the best activist I can be. I would like to say that I have been on the CAW National Employee and Family Assistance and Substance Abuse EFAP/SA for the

past nine years and can tell you that this committee has come a very long way. Over the years I have seen this committee evolve from something no one in our union wanted to talk about to becoming a valuable resource that our members coast to coast have come to rely on. This committee offers a conference every two years and our last one was in September 2011, which was geared to all leadership, EFAP/SA representatives, union stewards, and workers as well as family members who are provided with valuable information they can take home and share with their co-workers and families. This conference had the highest attendance of all time due in part to the fact that the committee has been securing phenomenal speakers, and exceptional material. I will honestly tell you that it is very important to be elected to one last term so that I might complete some very important projects that I am involved in.

I have spent many hours researching and developing an EFAP/SA manual for all CAW leadership to use as a local resource for assisting their members. This resource binder will be individualized by regions in Canada and include support systems for each region. The target for this to be completed is for next conference September 2013. This Committee has often survived long spans of time with my chairperson and myself but we have had many triumphs. The CAW Education department met with our committee and requested our assistance in the development of the one-day EFAP course that is presently being offered at Port Elgin and within the locals. If I am not re-elected I will be required to step down from this committee which is growing into such an important part of our Union and I would miss it deeply.

There are many new and exciting changes coming to our members in the future. I have just returned from April Council and am very excited about the possible merger of CEP and CAW. There are many positives to this possible "joining of powers". We would be part of a Union that would be 300,000 strong taking in over 23 sectors, with 86,000 women and an incredible financial stability to name a few. Both CEP and CAW will be continuing to meet to discuss the possible structural change, governance, organizing etc. The National is hoping to have a detailed presentation available for Convention in August and CEP will be presenting to their members in October. If this endeavor moves forward a more detailed convention will be held at a later date.

So in closing I hope that I have been able to provide you with a personal look at why EARNING your vote is very important to me and I sincerely hope that I will be allowed to continue to represent all of you. So in May please vote LYNN JACKSON COUNCIL AND CONVENTION DELEGATE.

With Great Pride and Solidarity
Lynn Jackson

**TEXAS MACDONALD**

Vice President (Executive Board Position)

My name is Texas MacDonald and I'm an employee at First Nickel's Lockerby Mine and have been since June 2005.

I became active in our Local Union 598 in the fall of 2005 when we had our first on site election and then followed up in the 2006 and 2009 general elections. On sit, I was Joint Health & Safety Rep from 2005-2006, Unit Chair/ Chief Steward, Bargaining Committee Member, Skilled Trades Representative and Bonus Steward from 2005 to present. I was also part of the great team that got our last two contracts negotiated in a favourable manner.

I have sat on the Executive Board since 2006 as Member at Large and enjoy the work very much. I have a good idea on how to keep tabs on the finances and other organizational duties having been a councillor, Reeve and Deputy Reeve for over 25 years in Baldwin Township (McKerrow). It can be a challenging job, but I am up to it.

In June 2011, I got suspended, then terminated from First Nickel for a safety infraction that under their new policy says all people must cut their beards to 3 inches long. We have had one arbitration hearing last December and have more dates set for this year. While I'm suspended, I can still be an active member of the Executive Board according to the CAW Constitution. I don't just participate at the Mine Site. I believe the safety policy was just directed at me due to my Union activism and standing up for the members rights.

For hobbies and past-times, I enjoy the outdoors, hunting, shooting and fishing. Also, helping the sick and disabled – they have the hunt of a lifetime – and I enjoy helping their last dream come true.

I was quite active with the help of other conservation groups to bringing back the elk into Ontario. When I have time, I also like a good ride on my Harley.

In the upcoming election, as well as running for positions in my unit at First Nickel, I am also running for executive positions of: Vice President, CAW Council Delegate and CAW Convention Delegate.

I believe that I have the ability to fulfil these positions in the best interests of all members and do a good job at it.

I think the next couple of years may be some of the toughest our Local has faced in a while and good past experience will be a major asset.

When you go to cast your ballots, please remember my name and put the "X" beside Texas MacDonald.

Thank you kindly in advance for your forth coming support as well as for your support in the past for all the work that had to be done by us as officers for the Local.

If you have any questions, do not hesitate to call me at 705-869-3272 or email me at texas@cyberbeach.net

Yours in Solidarity,

Texas MacDonald

MICHELLE CHARTRAND

Elizabeth Centre – Unit Chair

My name is Michelle Chartrand and I am currently Unit Chair at Elizabeth Centre. I have represented the members at the Elizabeth Centre for two terms and I am seeking your support once again as Unit Chair in the upcoming elections. I believe in fair representation and fighting for the rights of workers. I would like to continue this fight which is why I am asking for your vote on election day.

In Solidarity,
Michelle Chartrand

Sisters and Brothers...**REMEMBER...****ADVANCE POLL****is at the Union Hall****Wednesday, May 9th, 2012****9:00 a.m. – 8:00 p.m.****ELECTION DAYS****May 14th – 18th, 2012****COME OUT AND VOTE****Exercise your right to vote!**

ANNE MARIE MACLNNIS

Vice President (Executive Board Position)

EXPERIENCE-ABILITY-DEDICATION-PASSION**BROTHERS AND SISTERS:**

On Wednesday, May 9th, 2012 our Local will be holding an advance poll for our elections at 2550 Richard Lake Drive from 9 a.m. to 5 p.m. During the week of May 14th through to the 18th voting polls will be set up at our Local Office and at your workplaces. The Election Committee has worked closely with your Unit Chairs and others to ensure there is a fair process for all members to exercise their right to vote. Some workplace representatives have been acclaimed to some positions and the members will be voting on the other positions where there is more than one worker who has been nominated.

I ASK FOR YOUR SUPPORT ON MY BID FOR VICE-PRESIDENT.**THE ROLE OF THE VICE-PRESIDENT**

The role and responsibilities of this position are outlined in our Local By-Laws Article 3, Section 3; "It shall be the duty of the Vice-President to preside over meetings of the Union in the absence of the President, assist the President at all time to keep order, to conduct the affairs of the Union and to act in his or her absence, resignation or death."

EXPERIENCE AND ABILITY

In order to perform our duties, we must be able to communicate with the membership and listen to the issues that are important to you. Then we must have the experience and ability to be able to act upon these issues when dealing with companies – particularly in these tough times. We have to be able to analyze companies' objectives and develop a Union strategy to deal with them. It is also important that the President and Vice-President are familiar and knowledgeable on all the laws that affect members, including changes and amendments and to continue lobbying politicians where improved changes and amendments are necessary. I have the necessary experience and ability.

PROVEN RECORD

I have been involved in the union movement for the past 31 years and am a third generation Mine Mill and Smelter Workers' Union 598/CAW member. I was 17 years old when elected Vice-President at our Local and at 18 years old took over the role of President. In 1991 I ran for Municipal Councillor in Garson and was defeated by a small margin of votes by the two other councillors who were in those positions for 22 and 25 years.

I am involved in the Sudbury Health Coalition and work closely with the Board members of the Ontario Health Coalition. Over the years I have and continue to lobby all political parties municipally, provincially and federally.

I am a graduate of our 4-week Paid Education Leave Program (PEL) and am a CAW National Discussion Leader. I have instructed courses in Port Elgin, Thunder Bay, Elliot Lake and here in Sudbury. The courses delivered were the 3-day Human Rights, New Unit Training, the week-long Grievance Handling, the three-day Grievance Handling, Resisting Abuse, the week-long Collective Bargaining and the week-long Women in Collective Bargaining.

Five years ago I was offered an opportunity to run for the New Democratic Party, provincially or federally, as a candidate. I declined the proposition because I wanted to continue what I was doing in our Local and community.

I was Unit Chairperson/Chief Steward and Bargaining Committee member at Finlandia Nursing Home until I accepted the position as our local Community Based Organizer.

I am a 1992 graduate from the Labour College of Canada based in Ottawa. The materials covered included Political Science, Labour History, Economics, Labour Law and Labour Psychology.

I have 4 levels of WCB training, now WSIB, and in 1993 was offered a job, through the Ontario Federation of Labour, as a worker advocate, which would have included the ability to present cases including the Tribunal Stage. I graciously declined because the position would have required extensive travelling in the North and my son Travis was much too young to be away from him that often.

When I commit to a position or project, I am determined to make progress even in the most difficult of times.

DEDICATION

Working people need unions and in 2001 a group of workers at Finlandia Nursing Home began looking for a union which believed in democracy, social unionism and building a better tomorrow. After meeting with numerous representatives from different unions, we chose Mine Mill and Smelter Workers' Union Local 598/CAW. The workers began an organizing drive, signed cards and the Labour Board held a vote. Ninety-five percent of the eligible voters voted in favor of joining our union.

I am currently on a leave of absence from Finlandia Nursing Home and am working as our local Community Based Organizer, which is a cost sharing program with CAW National. I have guided and supported other workers in joining our Union. We have been successful at organizing the workers at Finlandia Care Services, St. Joseph's Villa of Sudbury, Elizabeth Center, University of Sudbury, Lafarge Construction, The Walford on the Park formerly known as Copper Cliff Manor, Mystik Services and Nutra 2000, Villa St. Gabriel's Villa and another 50 members will be part of our local in May. I have been involved through all the stages, including the organizing campaign, dealing with the Labour Board and company representatives, preparing their proposal packages, proposal meetings with the membership, face-to-face bargaining between the Union and company, reaching tentative agreements and then organizing the ratification

meetings for our membership. I work with the Bargaining Committees to ensure all the improvements we have achieved are in the collective agreement and the "i's" are dotted and the "t's" are crossed and then police and enforce the collective agreement language. I am involved in all stages of the grievance procedures including conciliations and arbitrations. Over the past 31 years I have been involved in at least 30 rounds of bargaining which includes renewal agreements.

I sat on our Local Executive Board as a Member-at-Large from 2002 to 2006. I am a Local member of our Education Committee, Camp Ground Committee, Flying Squad, Human Rights Committee, Editorial Committee and Women's Committee. I have been acclaimed as CAW Convention and Constitution delegate for the next three years.

I was actively involved in the Falconbridge/Noranda strike in 2004 Organizing Committee, rallies, letter-writing campaigns and was on the line at the Smelter every day. I booked two weeks holidays to help with this strike.

I organized the Huntsville Rally where our members took a day trip to Minister Tony Clement's office. I received several phone calls when we faxed the signed petitions to his office and crashed their fax machines. I am paid 8 hours a day, 40 hours a week. A lot of my work takes place after working hours, weekends and statutory holidays.

On May 1, 2009, I received a Woman of Distinction Award, through the YWCA, for recognition in social justice in our community.

THE FUTURE

The most important issue facing us right now is job security. Yes. There is a world-wide recession, but I believe the companies and the governments could lessen the hardship on the current workforce.

Our future Local leaders can and should be lobbying politicians for mining initiatives, just like the auto initiatives. For every mining job lost in our community, there are five spin-off jobs lost.

I have been actively involved in local and province-wide demonstrations lobbying politicians for minimum staffing standards for health care workers in long-term care. I have organized rallies regarding the P3's (Public/Private/Partnerships) in the hospital sector and lobby Premier Dalton McGuinty, along with other organizations, to stop this ideology.

I have worked with all elected representatives of our Local and was assigned many projects by both our past President, Brother Rick Grylls and our current President, Brother Richard Paquin. I was able to complete those assignments with enthusiasm and hard work.

Companies often justify their actions by blaming the workers for their own mismanagement. At the same time as we work with the companies for jobs, we will have to be prepared to protect the rights we have won. Even in these difficult times we will still have to plan a strategy that will enable us to make the progress, you the worker deserve. This will require EXPERIENCE, ABILITY and DEDICATION.

I am seeking to be re-elected as your Vice-President of Mine Mill and Smelter Worker's Union, Local 598/CAW. I am now the longest serving Executive Board Member for our local. Each board has fought for good things over the years with the direction from the rank and file and I am committed to making a personal contribution for the collective good for the entire membership.

As workers, we have been affected by the lack of protection under the Investment Canada Act and the trade policies that are in effect. The private sector will continue to make money on the backs of workers. During prosperous times, companies paid their fair share of taxes. We have lost hundreds and hundreds of thousands of good paying jobs in Ontario alone. Those good paying jobs have been sold to other countries who were the lowest bidders. We have lost the taxes that workers paid and that money funded our social programs. A couple of examples are health care and education. If they could sell the ore body here in our community, they would, but they can't because they can't move it. But, they may have to look at hiring precarious contract workers because of the skilled trades shortage. I am willing and capable of providing the support that is needed to fight for good Canadian jobs with decent wages and decent benefits.

I have been around a long time now in the labour movement and an activist (volunteer) in our local and in the community. Workers are being squeezed. Companies want to dismantle defined pension plans, benefits that we've bargained over the years. What will they be coming after next? Retiree benefits?

What trade unions values mean at the end of the day is being there and not just talking about it. I won't run away. I am committed to be part of an organization that will lobby governments at all levels to come up with strategic, sectoral decisions on initiatives. We can combine our efforts and increase our activism in many areas.

With our combined energy and resources, we need to fight for ourselves and the next generation.

In Solidarity,
Anne Marie MacInnis

**VICE-PRESIDENT
31 YEARS OF UNION ACTIVISM**

Exercise your right to vote!